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ABSTRACT

This report presents findings of the Pennsylvania Child Care Training Needs Survey. The purpose of the survey was to determine statewide needs for child care training. A random sample of 500 day care centers was selected from the 2,127 day care centers in Pennsylvania. The sample was stratified in terms of the state's four regions--northeast, southeast, western, and central--and by the major urban centers of Philadelphia, Pittsburgh, and Harrisburg. A total of 214 questionnaires were returned. The majority of the respondents were either head teachers, directors, or administrators who were at the top of the career ladder in the early child care field. Participants indicated a need for and interest in additional training. Participants felt that working with a master caregiver or other caregivers, and visiting other centers and homes would be the most effective modes of training. Additional findings concerning demographic characteristics, training needs, and selected cross-tabulations are discussed. Appendix A provides the survey instrument, and Appendix B lists respondent sites. All of the raw data, frequency, and cross-tabulation tables are provided in Appendix C. (RH)

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PENNSYLVANIA CHILD CARE TRAINING NEEDS SURVEY

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March 1989

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PENNSYLVANIA CHILD CARE TRAINING NEEDS SURVEY

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March 1989

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This report describes the Pennsylvania Child Care Training Needs Survey undertaken as a joint effort between the Divisions of Behavioral Science and Education, and Continuing Education at Penn State Harrisburg, with support from the Pennsylvania Office of Children Youth and Families, Day Care Division. Funding for this study was from the Continuing Education Central Office, University Park, Pennsylvania.

The purpose of the study was to determine statewide needs for child care training in Pennsylvania. A study of this scope had not been undertaken in the state and was of critical need because of the many training decisions to be made by the University. Continuing Education and the Behavioral Science and Education Divisions are beginning to be recognized as a primary source for child care training and education regionally and state-wide. Several major initiatives in the early childhood area have occurred at the Capital College over the past several years, for example—application for several federal and state research early childhood and child care projects have been made as well as the creation and implementation of three certificate programs—Home Based Child Care Certificate Program, Certificate Program for Child Care Personnel and the Early Childhood Education Certificate Program for Child Care Professionals.

The results of this state-wide survey are crucial to the future development of the last certificate program as it relates to the expansion of this program into an upper division credit program. Also the results will help to point out educational gaps in the child care field so that additional training programs can be designed.

METHODOLOGY

A stratified random sample (N=500 day care centers) was selected from the 2127 day care centers in Pennsylvania. Survey forms (see Appendix A) and cover letters with self addressed postage free envelopes were sent to each center selected to participate in the study. The random sample was stratified by the four regions of the state (Northeast, Southeast, Western, and Central) and by the major urban centers of Philadelphia, Pittsburgh, and Harrisburg. From the 500 surveys sent, 214 were received proportionately distributed from the four regions and the urban centers. The following chart depicts the distribution of the population and samples selected statewide--(see Appendix B for a detailed listing of where respondents reside):

Area	Population	Sample	Received
Urban	717*	168*	65*
Northeast	398	94	43
Central	378	89	46
Southeast	380	89	33
Western	254	60	27
TOTALS	2127	500	214

* Number of day care centers = Head Start and full day care programs. Group day care, family day care homes and private nursery school programs are not included in these figures.

RESULTS

This section will be divided into several sub-sections: the first section deals with basic demographic information regarding the study participants, followed by training needs and selected crosstabulations.

Demographics:

The study participants were predominantly female (95%) and white (85%) earning on the average of $12,500-15,000 per year. The majority of the participants (64%) have been a child care provider for five years or longer, and were not parents of children under three years of age (80%).

The study participants who responded to the survey were predominantly teachers (42%) or directors (36%) and administrators (12%). The majority of the participants' child care training consisted of college course work (28%) and 35% had their bachelor's or master's degree.

Training Needs:

The study participants indicated that they needed additional training in the following areas: interactions among staff and children (discipline, self-esteem)—13.9%; curriculum (activities and lesson plans)—13.2%; staff and parent interactions (conferences and communication)—12.2%; evaluation (tools, child and staff evaluation, accreditation)—10.6%; and program

administration (budgeting, hiring, supervision, assessment)--9.9%.

The least desirable areas for training were nutrition (26.2%), interaction with staff and colleagues (17.3%), and physical environment (room arrangements, learning centers)--(12.6%).

The most effective way to accomplish the above training is through the following means as indicated by the survey participants: watching a master caregiver work (14.4%), planning and talking with fellow caregivers (13.7%), and visiting other centers and family day care homes (10.9%).

For the training to occur, a majority of study participants (72%) indicated they would be willing to pay up to $150 per course or workshop. The majority of study participants were interested in a degree program that led to a degree (53.8%) followed by a certificate program (16%). They wanted the program offered in the evening (46%) or half day on Saturdays (22%), and once a week (40%) or monthly (31%).

Crosstabs:

Crosstabulation analyses were performed to highlight other relationships both statewide and regionally. In these analyses, several expected results were supported, for example, directors and administrators selected program administration for additional training while teachers selected curriculum, staff-child interactions, and child development for additional training. Training on evaluation, health and safety, learning

about infants were equally divided between teachers and directors/administrators.

The least likely selected training needs areas for teachers were nutrition, program administration and staff-colleague interaction. For directors, the least likely selected training needs areas were training on the physical environment, nutrition and staff-colleague interaction.

In answering the question "which type of approach have you found most useful in helping you learn to care for children?", teachers preferred observing children and course work while directors did not have any particular approach they preferred.

There was a strong relationship between child care training completed and current employment as a teacher or director/administrator. Directors on the average had completed more course work and had more advanced degree training than teachers. This would be expected given the educational requirements in the day care regulations being more stringent for directors than teachers.

There was also a very strong relationship between annual salaries and current employment as a teacher or director/administrator. Director/Administrator annual salaries were significantly higher than teachers salaries ($20-25,000 for directors versus $10-12,500 for teachers). Interestingly, there was no relationship between how long the individuals were caregivers and their annual salary.

In questions regarding affordability of training and future training programs, a significant relationship appears. Individuals who were interested in certificate programs were willing to pay more for the course work than those individuals who were interested in pursuing degree programs, and there is a significant positive relationship between annual salary and what people were willing to pay for training. (Those respondents who made between $20,000-30,000 were more willing to pay $200+ per course or workshop).

In questions regarding convenient time and frequency of training, it appears that individuals interested in degree programs preferred evening or 1/2 day Saturday classes, while those individuals interested in just taking credit courses but no degree were interested in day classes. Individuals pursuing a degree program were interested in at least once a week or twice a week classes. A very significant result occurred when convenient time for training and how often training should occur were compared--individuals interested in evening classes preferred them once or twice a week, but those individuals who preferred Saturday classes wanted these classes once a month.

The last series of analyses dealt with regional variations. All of the above analyses dealt with statewide results. The first set of results deals with the number one priority for training needs. Northeast Region providers selected staff child interactions and health and safety. Southeast Region providers selected evaluation, staff-child interactions, and health and

safety. Western region providers selected child development and infant training. Central Region providers selected administration and curriculum. The least desired topic for training for all regions was nutrition training. The last crosstab analysis dealt with annual salaries in the four regions. Southeast region on the average has the highest annual salaries of the four regions and Western Region has the lowest.

All the raw data, frequency and cross tabulation tables are in Appendix C of this report for the interested reader.

DISCUSSION

The majority of the respondents are either head teachers, directors or administrators who are at the top of the career ladder in the early childhood/child care field. The study participants are relatively homogeneous in that they are predominantly white, females who have been in the field of child care for a long period of time, are very experienced, highly educated, and do not make a great deal of money given their experience and education.

However, the study participants did indicate a need and interest in additional training: interactions among staff and children cc with parents, evaluation and administration, and curriculum led the list. They were not interested in learning more about nutrition, the physical environment or interaction amongst staff and colleagues.

In order to accomplish the training the study participants felt that working with a master caregiver or other caregivers and visiting other centers and homes would be the most effective modes of training. Even though the salaries are relatively low, study participants were willing to spend up to $150 per course or workshop and they were interested in pursuing a college degree program or a certificate program. The respondents indicated that they preferred the programs to be offered in the evenings (once a week) or on Saturdays (once a month).

For future planning at the University or state level, child care training should be offered in the above stated areas at a lower cost (not more than $150 per course or workshop), probably in the evenings or 1/2 days on Saturdays. The Early Childhood Education Certificate Program for Child Care Professionals and the Certificate Program for Child Care Center Personnel meet many of these needs. They are offered on Saturdays (but for a full day), and are low cost ($125 per course (non credit) or $35 per workshop). Courses and workshops in all of the above mentioned training needs areas are offered. It would appear that these certificate programs could continue to run as is.

However, there are several improvements to consider: 1) Change the hours from full day Saturday to 1/2 day; 2) Possibly offer the programs during the evening hours either as a separate section or in conjunction with the 1/2 day Saturday format; and 3) Offer the program for credit, probably as one credit courses.

APPENDIX A

Survey Form

PENNSTATE Harrisburg The Capital College
Office of the Director Continuing Education
(717) 948-3535/1-800-346-0319
Route 230
Middletown, PA 17057

Dear Child Care Center Director:

Enclosed is a questionnaire we are asking you to fill out. We are undertaking a statewide child care training needs survey in order to plan more effectively for child care/early childhood training programs. Your participation in this endeavor is critical. You and your colleagues have a unique opportunity to let us know what your specific training needs are in the area of early childhood education.

You have been randomly selected as a representative of your region and your responses to the questionnaire are critical in that they will be used for determining statewide training needs and the allocation of resources.

You can complete the questionnaire yourself, or you can give it to a teacher, an assistant group supervisor, etc. However, just one person at your center should be designated to fill it out and send it in.

Please take the time to have the questionniare completed by someone at your center. It should take only about 15 minutes to do. Then, return it by February 6, 1989 in the pre-addressed, stamped envelope to:

Richard Fiene, Ph.D.
Behavioral Science & Education Division
W-357 Olmsted Building
Penn State Harrisburg
Middletown, PA 17057

Thank you for your time and consideration in this important training needs endeavor.

Sincerely,

Richard Fiene
Research Director
Office of Children
Youth & Families and
Adjunct Faculty
Early Childhood Ed.
Penn State Harrisburg

Robert J. Lesniak
Acting Division Head
Behavioral Science & Ed.
Penn State Harrisburg

Helena A. Williams
Consultant to
Special Programs
Continuing Education
Penn State Harrisburg

/pw

An Equal Opportunity University

Child Care/Early Childhood Training Needs Assessment Questionnaire

This Child Care/Early Childhood Training Needs Assessment study is a Continuing Education service of Penn State Harrisburg, The Capital College, Division of Behavioral Science and Education and the Day Care Division, Department of Public Welfare.

We are studying the training needs of early childhood/child care staff. You have been randomly selected as a representative of your region. Your participation will help us define and clarify training needs, so that appropriate training experiences can be planned.

Would you please participate in this needs assessment by answering all of the questions in this survey, and returning the completed questionnaire, by February 6, 1989, in the enclosed self addressed stamped envelope to:

Richard Fiene, Ph.D
Behavioral Science & Education
W-357 Olmsted Building
Penn State Harrisburg
Middletown, PA 17057

***

I. From the list of topic areas below, please rank the top 5 areas which you think caregivers with a background similar to yours would choose for more training. Rank the areas with 1 being the most desirable.

Rank (Indicate letter of topic)

1. ___
2. ___
3. ___
4. ___
5. ___

A. Program Administration (e.g. budgeting, hiring, supervision, assessment)
B. Evaluation (e.g. tools, accreditation, child & staff evaluation)
C. Curriculum (e.g. activities, lesson plans)
D. Staff & Parent Interactions (e.g. conferences, communication)
E. Interactions Among Staff & Children (e.g. discipline, self-esteem)
F. Physical Environment (e.g. room arrangements, learning centers)
G. Health & Safety (e.g. First aid, childhood diseases, classroom limits)
H. Nutrition (e.g. snacks, parent education, menu planning)
I. Child Development (e.g. developmental milestones)
J. Infants & Toddlers (e.g. special considerations of this age group)
K. Observation of Children (e.g. techniques)
L. Interaction with Staff and Colleagues.

II. From the topics listed in the above question, please select the **one** area that you feel caregivers with a background similar to yours would **least** likely choose for more training.

Least likely choose _____
(indicate letter of topic)

III. Which type of approach have you found most useful in helping you learn to care for children? Please select the top 5 approaches and rank them with 1 being the most useful approach.

Rank (Indicate Letter of Topic)

1. ___
2. ___
3. ___
4. ___
5. ___

A. Watching a master caregiver work.
B. Having a supervisor or trainer watch you work & comment later.
C. Visiting other centers or family day care homes.
D. Taking a Workshop with an expert on-site.
E. Taking a Workshop with an expert off-site.
F. Reading
G. Talking with your supervisors.
H. Planning & talking with fellow caregivers.
I. Talking with parents.
J. Observing children.
K. Course work.
L. Experimenting with children and deciding what works.
M. Network meetings.
N. Attending talk/presentation.
O. Watching a video tape.
P. Listening to a audio tape.

IV. What is your current employment? (circle as many as apply)

1. Child Care/Early Childhood Teacher/Group Supervisor
2. Child Care/Early Childhood Director
3. Child Care/Early Childhood Administrator
4. Child Care/Early Childhood Aide
5. Child Care/Early Childhood Assistant Group Supervisor
6. Head Start
7. Trainer of Caregivers
8. Resource and Referral Staff Member
9. School District Staff Member
10. County Agency Staff Member
11. Intermediate Unit/Special Needs
12. Other (please specify)_____

V. What type of child care/early childhood training have you completed? (circle as many as apply)

1. Vocational training as part of high school education
2. Community College course work
3. Two-year certificate from community college in child care/early childhood
4. Course work at four-year college or university
5. Bachelor's degree in child care/early childhood
6. Master's degree in child care/early childhood
7. Participation in training workshops
8. Networking with colleagues
9. Other (please specify)_____

VI. How long have you been a child care/early childhood provider?

1. 0-1 years
2. 1-3 years
3. 3-5 years
4. 5-10 years
5. More than 10 years

VII. What is your sex? (circle one)

1. Female
2. Male

VIII. Where is your center located? (circle both the region and the county within the region)

1. Northeast Region (Bradford, Tioga, Susquehana, Luzerne, Wyoming, Lackwawana, Berks, Schuykill, Carbon, Lehigh, Monroe, Northampton, Pike, Wayne, Sullivan)

2. Southeast Region (Bucks, Philadelphia, Chester, Delaware, Montgomery)

3. Western Region (Erie, Crawford, Mercer, Lawrence, Beaver, Washington, Greene, Warren, McKean, Potter, Venango, Forest, Elk, Cameron, Butler, Clarion, Armstrong, Jefferson, Clearfield, Indiana, Allegheny, Westmoreland, Fayette)

4. Central Region (Somerset, Bedford, Fulton, Franklin, Adams, York, Lancaster, Cumberland, Cambria, Blair, Huntingdon, Mifflin, Juniata, Perry, Lebanon, Dauphin, Northumberland, Montour, Columbia, Lycoming, Clinton, Center, Union, Snyder)

IX. Are you a parent of a child(ren) under 3? (circle one)

1. Yes
2. No

X. Are there other training needs or areas of interest not listed in this survey that you would be interested in learning about?

Please identify:_____

_____

_____

XI. Training delivery costs for one course or workshop can range from $35.00 per person to $800.00 or more per person. At what level would you no longer be able to afford to pay for training.

1. $35-50
2. $51-100
3. $101-150
4. $151-200
5. $201-250
6. $251-300
7. $301-400
8. $401-500

XII. In addition to training are you also interested in earning any of the following. Please check those items which interest you.

____a program leading to a certificate
____academic credit
____academic degree
    ____associate
    ____bachelors
    ____graduate
____continuing education units (C.E.U.'s)
____none of the above
____other _____

XIII. When would be the most convenient time for training?

1. Evenings
2. Saturdays 1/2 day
3. Saturdays full day
4. During a weekday 1/2 day
5. During a weekday full day
6. Other, please specify_____

XIV. How often would you want the training to occur?

1. Twice a week
2. Once a week
3. Monthly

Other, please specify _____

XV. What is your annual salary? **(Optional)**

Is it?

1. less than 5,000
2. 5,001 - 7,500
3. 5,701 - 10,000
4. 10,001 - 12,500
5. 12,501 - 15,000
6. 15,001 - 17,500
7. 17,501 - 20,000
8. 20,001 - 25,000
9. 25,001 - 30,000
10. 30,001 +

XVI. What is your racial/ethnic identity? (circle one) **(optional)**

1. Black/Afro-American
2. Chinese
3. Hispanic
4. Indo-chinese
5. Japanese
6. Native American
7. White/Caucasian
8. Other

_____
Center

_____
Signature (optional)

Thank you for your time in filling out this questionnaire

PENNSTATE
Harrisburg The Capital College
Office of the Director
Continuing Education
(717) 948-3535/1-800-346-0319
Route 230
Middletown, PA 17057

February 7, 1989

Dear Child Care Center Director:

Approximately two weeks ago you received a questionnaire from the University regarding a Child Care Training Needs Survey we are conducting. As of this date, we have not received your survey. It is extremely important for us to receive your survey so that we will have a representative sample from across the state. Many important training issues and decisions will be influenced by this survey. Please take the time to fill out the survey and return it in the postage free return envelope included in the original mailing. You can play an important role in influencing child care training in the state for yourself and your colleagues.

Thank you.

Sincerely,

Richard Fiene

Richard Fiene, Ph.D.
Research Director
Office of Children Youth and Families
and
Adjunct Professor
Early Childhood Education Program

/pw

An Equal Opportunity University

APPENDIX B

Where Respondents Reside

QUES008 WHERE RESPONDENT RESIDES

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
N EAST	100	17	7.9	7.9	7.9
BRADFORD	101	1	.5	.5	8.4
SUSQUEHA	103	1	.5	.5	8.9
LUZERNE	104	4	1.9	1.9	10.7
LAKAWA	106	4	1.9	1.9	12.6
BERKS	107	5	2.3	2.3	15.0
SCHUYKIL	108	1	.5	.5	15.4
CARBON	109	1	.5	.5	15.9
LEHIGH	110	7	3.3	3.3	19.2
MONROE	111	2	.9	.9	20.1
NORTHAMP	112	4	1.9	1.9	22.0
PIKE	113	1	.5	.5	22.4
S EAST	200	20	9.3	9.3	31.8
BUCKS	201	10	4.7	4.7	36.4
PHILA	202	11	5.1	5.1	41.6
CHESTER	203	3	1.4	1.4	43.0
DELAWARE	204	6	2.8	2.8	45.8
MONTGOME	205	4	1.9	1.9	47.7
WESTERN	300	22	10.3	10.3	57.9
ERIE	301	2	.9	.9	58.9
CRAWFORD	302	2	.9	.9	59.8
LAWRENCE	304	1	.5	.5	60.3
BEAVER	305	1	.5	.5	60.7
WASHINGT	306	3	1.4	1.4	62.1
WARREN	308	1	.5	.5	62.6
MCKEAN	309	1	.5	.5	63.1
ELK	313	1	.5	.5	63.6
BUTLER	315	3	1.4	1.4	65.0
CLARION	316	1	.5	.5	65.4
ARMSTRG	317	2	.9	.9	66.4
ALLEGHE	321	15	7.0	7.0	73.4
WESTMORE	322	1	.5	.5	73.8
CENTRAL	400	22	10.3	10.3	84.1
SOMERSET	401	1	.5	.5	84.6
BEDFORD	402	1	.5	.5	85.0
FRANKLIN	404	3	1.4	1.4	86.4
ADAMS	405	2	.9	.9	87.4
YORK	406	2	.9	.9	88.3
LANCASTR	407	5	2.3	2.3	90.7
CUMBERLD	408	1	.5	.5	91.1
CAMBRIA	409	3	1.4	1.4	92.5
BLAIR	410	2	.9	.9	93.5
HUNTINGT	411	1	.5	.5	93.9
MIFFLIN	412	1	.5	.5	94.4
DAUPHIN	416	7	3.3	3.3	97.7
N.HUMBER	417	1	.5	.5	98.1
LYCOMING	420	1	.5	.5	98.6
CENTER	422	1	.5	.5	99.1
UNION	423	2	.9	.9	100.0
	TOTAL	214	100.0	100.0	

APPENDIX C

Frequencies and Crosstabulations

Frequencies

GROUPED DATA ANALYSES

GROUP Q1 QUESTION 1 GROUPED

CATEGORY LABEL	CODE	COUNT	PCT OF RESPONSES	PCT OF CASES
PGM ADMN	1	105	9.9	49.1
EVALUAT	2	113	10.6	52.8
CURRICUL	3	140	13.2	65.4
STAF-PAR	4	130	12.2	60.7
STAF-CHD	5	148	13.9	69.2
PHY ENVR	6	68	6.4	31.8
HEAL SAF	7	67	6.3	31.3
NUTRITN	8	19	1.8	8.9
CHD DEVL	9	85	8.0	39.7
INFANTS	10	71	6.7	33.2
OBSERVAT	11	59	5.6	27.6
STAF-COL	12	58	5.5	27.1
TOTAL RESPONSES		1063	100.0	496.7

0 MISSING CASES; 214 VALID CASES

GROUP Q3 QUESTION 3 GROUPED

CATEGORY LABEL	CODE	COUNT	PCT OF RESPONSES	PCT OF CASES
WATCH	1	147	14.4	69.3
BE WATCH	2	84	8.2	39.6
VISIT	3	111	10.9	52.4
ON-SITE	4	71	6.9	33.5
OFF-SITE	5	67	6.6	31.6
READING	6	55	5.4	25.9
SUPERVIS	7	21	2.1	9.9
CAREGIVE	8	140	13.7	66.0
PARENTS	9	37	3.6	17.5
CHILDREN	10	96	9.4	45.3
COURSES	11	61	6.0	28.8
EXPERIMT	12	107	10.5	50.5
NETWORK	13	25	2.4	11.8
TOTAL RESPONSES		1022	100.0	482.1

2 MISSING CASES; 212 VALID CASES

TRAINING NEEDS

QUES1.1 ADVANCED TRAINING THAT IS RANKED # 1

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
PGM ADMN	1	63	29.4	29.4	29.4
EVALUAT	2	12	5.6	5.6	35.0
CURRICUL	3	33	15.4	15.4	50.5
STAF-PAR	4	12	5.6	5.6	56.1
STAF-CHD	5	42	19.6	19.6	75.7
PHY ENVR	6	1	.5	.5	76.2
HEAL SAF	7	8	3.7	3.7	79.9
NUTRITN	8	1	.5	.5	80.4
CHD DEVL	9	19	8.9	8.9	89.3
INFANTS	10	13	6.1	6.1	95.3
OBSERVAT	11	7	3.3	3.3	98.6
STAF-COL	12	3	1.4	1.4	100.0
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 1.50 OCCURRENCES
63	1.00	**********
12	2.00	********
33	3.00	**********
12	4.00	********
42	5.00	**********
1	6.00	*
8	7.00	*****
1	8.00	*
19	9.00	**********
13	10.00	*********
7	11.00	*****
3	12.00	**

```
I.........I.........I.........I.........I.........I
0         15        30        45        60        75
HISTOGRAM FREQUENCY
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QUES1.2 ADVANCED TRAINING THAT IS RANKED # 2

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
PGM ADMN	1	11	5.1	5.1	5.1
EVALUAT	2	34	15.9	15.9	21.0
CURRICUL	3	41	19.2	19.2	40.2
STAF-PAR	4	29	13.6	13.6	53.7
STAF-CHD	5	33	15.4	15.4	69.2
PHY ENVR	6	13	6.1	6.1	75.2
HEAL SAF	7	9	4.2	4.2	79.4
NUTRITN	8	3	1.4	1.4	80.8
CHD DEVL	9	17	7.9	7.9	88.8
INFANTS	10	11	5.1	5.1	93.9
OBSERVAT	11	3	1.4	1.4	95.3
STAF-COL	12	10	4.7	4.7	100.0
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 1.00 OCCURRENCE
11	1.00	**********
34	2.00	**********
41	3.00	**********
29	4.00	**********
33	5.00	**********
13	6.00	**********
9	7.00	*********
3	8.00	***
17	9.00	**********
11	10.00	**********
3	11.00	***
10	12.00	**********

0 10 20 30 40 50

HISTOGRAM FREQUENCY

QUES1.3 ADVANCED TRAINING THAT IS RANKED # 3

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
PGM ADMN	1	8	3.7	3.8	3.8
EVALUAT	2	23	10.7	10.8	14.6
CURRICUL	3	30	14.0	14.1	28.6
STAF-PAR	4	33	15.4	15.5	44.1
STAF-CHD	5	33	15.4	15.5	59.6
PHY ENVR	6	11	5.1	5.2	64.8
HEAL SAF	7	11	5.1	5.2	70.0
NUTRITN	8	3	1.4	1.4	71.4
CHD DEVL	9	21	9.8	9.9	81.2
INFANTS	10	11	5.1	5.2	86.4
OBSERVAT	11	14	6.5	6.6	93.0
STAF-COL	12	15	7.0	7.0	100.0
NO RESP	0	1	.5	MISSING	
	TOTAL	214	100.0	100.0	

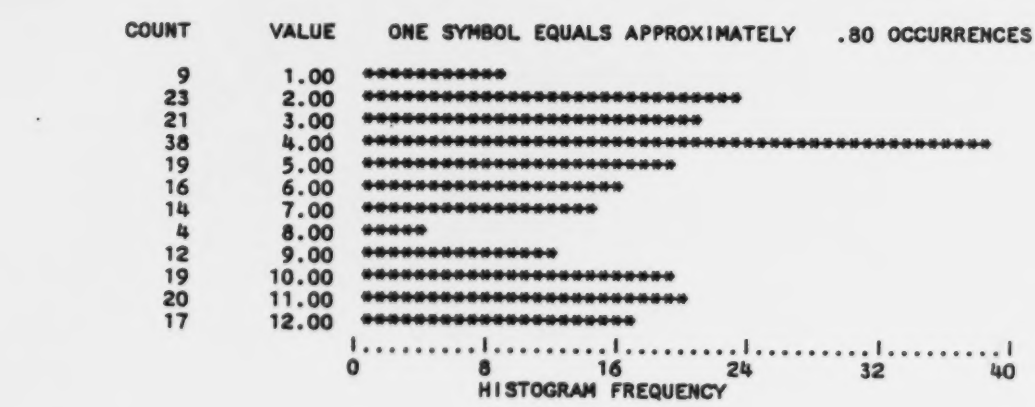
COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY .80 OCCURRENCES
8	1.00	**********
23	2.00	*******************************
30	3.00	**
33	4.00	**
33	5.00	**
11	6.00	***************
11	7.00	***************
3	8.00	****
21	9.00	*****************************
11	10.00	***************
14	11.00	*******************
15	12.00	********************

0 8 16 24 32 40

HISTOGRAM FREQUENCY

QUES1.4 ADVANCED TRAINING THAT IS RANKED # 4

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
PGM ADMN	1	9	4.2	4.2	4.2
EVALUAT	2	23	10.7	10.8	15.1
CURRICUL	3	21	9.8	9.9	25.0
STAF-PAR	4	38	17.8	17.9	42.9
STAF-CHD	5	19	8.9	9.0	51.9
PHY ENVR	6	16	7.5	7.5	59.4
HEAL SAF	7	14	6.5	6.6	66.0
NUTRITN	8	4	1.9	1.9	67.9
CHD DEVL	9	12	5.6	5.7	73.6
INFANTS	10	19	8.9	9.0	82.5
OBSERVAT	11	20	9.3	9.4	92.0
STAF-COL	12	17	7.9	8.0	100.0
NO RESP	0	2	.9	MISSING	
	TOTAL	214	100.0	100.0	



QUES1.5 ADVANCED TRAINING THAT IS RANKED # 5

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
PGM ADMN	1	14	6.5	6.7	6.7
EVALUAT	2	21	9.8	10.0	16.7
CURRICUL	3	15	7.0	7.1	23.8
STAF-PAR	4	18	8.4	8.6	32.4
STAF-CHD	5	21	9.8	10.0	42.4
PHY ENVR	6	27	12.6	12.9	55.2
HEAL SAF	7	25	11.7	11.9	67.1
NUTRITN	8	8	3.7	3.8	71.0
CHD DEVL	9	16	7.5	7.6	78.6
INFANTS	10	17	7.9	8.1	86.7
OBSERVAT	11	15	7.0	7.1	93.8
STAF-COL	12	13	6.1	6.2	100.0
NO RESP	0	4	1.9	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY .60 OCCURRENCES
14	1.00	**********
21	2.00	***************
15	3.00	**********
18	4.00	************
21	5.00	***************
27	6.00	********************
25	7.00	******************
8	8.00	******
16	9.00	**********
17	10.00	**********
15	11.00	**********
13	12.00	*********

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HISTOGRAM FREQUENCY

QUES002 ADVANCED TRAINING THAT IS LEAT DESIRABLE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
PGM ADMN	1	22	10.3	10.5	10.5
EVALUAT	2	8	3.7	3.8	14.4
CURRICUL	3	11	5.1	5.3	19.6
STAF-PAR	4	3	1.4	1.4	21.1
PHY ENVR	6	27	12.6	12.9	34.0
HEAL SAF	7	6	2.8	2.9	36.8
NUTRITN	8	56	26.2	26.8	63.6
CHD DEVL	9	15	7.0	7.2	70.8
INFANTS	10	12	5.6	5.7	76.6
OBSERVAT	11	12	5.6	5.7	82.3
STAF-COL	12	37	17.3	17.7	100.0
NO RESP	0	5	2.3	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 1.20 OCCURRENCES
22	1.00	******************
8	2.00	*******
11	3.00	*********
3	4.00	***
0	5.00	
27	6.00	**********************
6	7.00	*****
56	8.00	**
15	9.00	************
12	10.00	**********
12	11.00	**********
37	12.00	*******************************

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HISTOGRAM FREQUENCY

APPROACHES TO TRAINING

QUES3.1 APPROACH IN LEARNING CHILD CARE RANK #1

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
WATCH	1	85	39.7	40.1	40.1
BE WATCH	2	8	3.7	3.8	43.9
VISIT	3	11	5.1	5.2	49.1
ON-SITE	4	6	2.8	2.8	51.9
OFF-SITE	5	10	4.7	4.7	56.6
READING	6	4	1.9	1.9	58.5
CAREGIVE	8	20	9.3	9.4	67.9
CHILDREN	10	18	8.4	8.5	76.4
COURSES	11	19	8.9	9.0	85.4
EXPERIMT	12	25	11.7	11.8	97.2
NETWORK	13	3	1.4	1.4	98.6
PRESENT	14	2	.9	.9	99.5
VIDEO	15	1	.5	.5	100.0
NO RESP	0	2	.9	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 2.00 OCCURRENCES
85	1.00	**
8	2.00	****
11	3.00	******
6	4.00	***
10	5.00	*****
4	6.00	**
0	7.00	
20	8.00	**********
0	9.00	
18	10.00	*********
19	11.00	**********
25	12.00	*************
3	13.00	**
2	14.00	*
1	15.00	*

0 20 40 60 80 100

HISTOGRAM FREQUENCY

QUES3.2 APPROACH IN LEARNING CHILD CARE RANK #2

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
WATCH	1	23	10.7	10.8	10.8
BE WATCH	2	21	9.8	9.9	20.8
VISIT	3	26	12.1	12.3	33.0
ON-SITE	4	24	11.2	11.3	44.3
OFF-SITE	5	15	7.0	7.1	51.4
READING	6	6	2.8	2.8	54.2
SUPERVIS	7	4	1.9	1.9	56.1
CAREGIVE	8	29	13.6	13.7	69.8
PARENTS	9	6	2.8	2.8	72.6
CHILDREN	10	17	7.9	8.0	80.7
COURSES	11	10	4.7	4.7	85.4
EXPERIMT	12	23	10.7	10.8	96.2
NETWORK	13	5	2.3	2.4	98.6
VIDEO	15	3	1.4	1.4	100.0
NO RESP	0	2	.9	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY .60 OCCURRENCES
23	1.00	**********
21	2.00	*********
26	3.00	**********
24	4.00	**********
15	5.00	*******
6	6.00	***
4	7.00	**
29	8.00	**********
6	9.00	***
17	10.00	********
10	11.00	*****
23	12.00	**********
5	13.00	**
0	14.00	
3	15.00	*

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HISTOGRAM FREQUENCY

QUES3.3 APPROACH IN LEARNING CHILD CARE RANK #3

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
WATCH	1	20	9.3	9.4	9.4
BE WATCH	2	24	11.2	11.3	20.8
VISIT	3	27	12.6	12.7	33.5
ON-SITE	4	18	8.4	8.5	42.0
OFF-SITE	5	15	7.0	7.1	49.1
READING	6	12	5.6	5.7	54.7
SUPERVIS	7	5	2.3	2.4	57.1
CAREGIVE	8	39	18.2	18.4	75.5
PARENTS	9	10	4.7	4.7	80.2
CHILDREN	10	14	6.5	6.6	86.8
COURSES	11	6	2.8	2.8	89.6
EXPERIMT	12	18	8.4	8.5	98.1
NETWORK	13	1	.5	.5	98.6
PRESENT	14	3	1.4	1.4	100.0
NO RESP	0	2	.9	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY .80 OCCURRENCES
20	1.00	**********
24	2.00	**********
27	3.00	**********
18	4.00	*********
15	5.00	********
12	6.00	*******
5	7.00	***
39	8.00	**********
10	9.00	*****
14	10.00	*******
6	11.00	****
18	12.00	*********
1	13.00	*
3	14.00	**

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HISTOGRAM FREQUENCY

QUES3.4 APPROACH IN LEARNING CHILD CARE RANK #4

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
WATCH	1	11	5.1	5.2	5.2
BE WATCH	2	19	8.9	9.0	14.2
VISIT	3	24	11.2	11.4	25.6
ON-SITE	4	11	5.1	5.2	30.8
OFF-SITE	5	12	5.6	5.7	36.5
READING	6	17	7.9	8.1	44.5
SUPERVIS	7	4	1.9	1.9	46.4
CAREGIVE	8	30	14.0	14.2	60.7
PARENTS	9	12	5.6	5.7	66.4
CHILDREN	10	20	9.3	9.5	75.8
COURSES	11	15	7.0	7.1	82.9
EXPERIMT	12	25	11.7	11.8	94.8
NETWORK	13	4	1.9	1.9	96.7
PRESENT	14	5	2.3	2.4	99.1
VIDEO	15	2	.9	.9	100.0
NO RESP	0	3	1.4	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY .60 OCCURRENCES
11	1.00	**********
19	2.00	**********
24	3.00	**********
11	4.00	**********
12	5.00	**********
17	6.00	**********
4	7.00	*******
30	8.00	**********
12	9.00	**********
20	10.00	**********
15	11.00	**********
25	12.00	**********
4	13.00	*******
5	14.00	********
2	15.00	***

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HISTOGRAM FREQUENCY

QUES3.5 APPROACH IN LEARNING CHILD CARE RANK #5

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
WATCH	1	8	3.7	3.9	3.9
BE WATCH	2	12	5.6	5.8	9.7
VISIT	3	23	10.7	11.1	20.8
ON-SITE	4	12	5.6	5.8	26.6
OFF-SITE	5	15	7.0	7.2	33.8
READING	6	16	7.5	7.7	41.5
SUPERVIS	7	8	3.7	3.9	45.4
CAREGIVE	8	22	10.3	10.6	56.0
PARENTS	9	9	4.2	4.3	60.4
CHILDREN	10	27	12.6	13.0	73.4
COURSES	11	11	5.1	5.3	78.7
EXPERIMT	12	16	7.5	7.7	86.5
NETWORK	13	12	5.6	5.8	92.3
PRESENT	14	9	4.2	4.3	96.6
VIDEO	15	7	3.3	3.4	100.0
NO RESP	0	7	3.3	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY .60 OCCURRENCES
8	1.00	**********
12	2.00	**********
23	3.00	**********
12	4.00	**********
15	5.00	**********
16	6.00	**********
8	7.00	**********
22	8.00	**********
9	9.00	**********
27	10.00	**********
11	11.00	**********
16	12.00	**********
12	13.00	**********
9	14.00	**********
7	15.00	**********

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HISTOGRAM FREQUENCY

CURRENT EMPLOYMENT STATUS

QUES04A RESPONDENTS CURRENT EMPLOYMENT

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
TEACHER	1	90	42.1	42.1	42.1
DIRECTOR	2	77	36.0	36.0	78.0
ADIMIN	3	26	12.1	12.1	90.2
AIDE	4	2	.9	.9	91.1
SUPERVIS	5	4	1.9	1.9	93.0
PROVIDER	6	5	2.3	2.3	95.3
TRAINER	7	1	.5	.5	95.8
SCHOOL	9	1	.5	.5	96.3
OTHER	12	8	3.7	3.7	100.0
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 2.00 OCCURRENCES
90	1.00	**
77	2.00	***
26	3.00	*************
2	4.00	*
4	5.00	**
5	6.00	***
1	7.00	*
0	8.00	
1	9.00	*
0	10.00	
0	11.00	
8	12.00	****

0 20 40 60 80 100

HISTOGRAM FREQUENCY

RESPONDENTS CHILD CARE TRAINING

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
VOCATNAL	1	12	5.6	5.6	5.6
COMM COL	2	12	5.6	5.6	11.3
CERTIF	3	14	6.5	6.6	17.8
COURSES	4	60	28.0	28.2	46.0
BACHELOR	5	58	27.1	27.2	73.2
MASTER	6	16	7.5	7.5	80.8
WORKSHOP	7	18	8.4	8.5	89.2
NETWORK	8	2	.9	.9	90.1
OTHER	9	21	9.8	9.9	100.0
NO RESP	0	1	.5	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 1.20 OCCURRENCES
12	1.00	**********
12	2.00	**********
14	3.00	************
60	4.00	**
58	5.00	***
16	6.00	*************
18	7.00	***************
2	8.00	**
21	9.00	*****************

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HISTOGRAM FREQUENCY

DEMOGRAPHICS

QUES006 HOW LONG HAVE U BEEN CHILD CARE PROVIDER

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
0-1 YRS	1	8	3.7	3.7	3.7
1-3 YRS	2	20	9.3	9.3	13.1
3-5 YRS	3	50	23.4	23.4	36.4
5-10 YRS	4	67	31.3	31.3	67.8
MORE 10	5	69	32.2	32.2	100.0
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 1.50 OCCURRENCES
8	1.00	*****
20	2.00	*************
50	3.00	**********************************
67	4.00	**
69	5.00	**

0 15 30 45 60 75

HISTOGRAM FREQUENCY

MEAN	3.790	STD ERR	.076	MEDIAN	4.000
MODE	5.000	STD DEV	1.108	VARIANCE	1.228
KURTOSIS	-.297	S E KURT	.331	SKEWNESS	-.662
S E SKEW	.166	RANGE	4.000	MINIMUM	1.000
MAXIMUM	5.000	SUM	811.000		

VALID CASES 214 MISSING CASES 0

QUES007 SEX OF RESPONDENT

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
FEMALE	1	204	95.3	95.8	95.8
MALE	2	9	4.2	4.2	100.0
NO RESP	0	1	.5	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 8.00 OCCURRENCES
204	1.00	*********************************
9	2.00	*

0 80 160 240 320 400
HISTOGRAM FREQUENCY

QUES009 PARENT OF A CHILD UNDER 3

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1	43	20.1	20.1	20.1
NO	2	171	79.9	79.9	100.0
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 4.00 OCCURRENCES
43	1.00	**********
171	2.00	**

0 40 80 120 160 200
HISTOGRAM FREQUENCY

TRAINING RELATED ANALYSES

QUES011 LEVEL THAT YOU CAN NO LONGER AFFORD TRAI

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
35-50	1	48	22.4	23.6	23.6
51-100	2	59	27.6	29.1	52.7
101-150	3	40	18.7	19.7	72.4
151-200	4	22	10.3	10.8	83.3
201-250	5	20	9.3	9.9	93.1
251-300	6	8	3.7	3.9	97.0
301-400	7	4	1.9	2.0	99.0
401-500	8	2	.9	1.0	100.0
NO RESP	0	11	5.1	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 1.20 OCCURRENCES
48	1.00	**
59	2.00	**
40	3.00	**********************************
22	4.00	*******************
20	5.00	*****************
8	6.00	*******
4	7.00	***
2	8.00	**

0 12 24 36 48 60

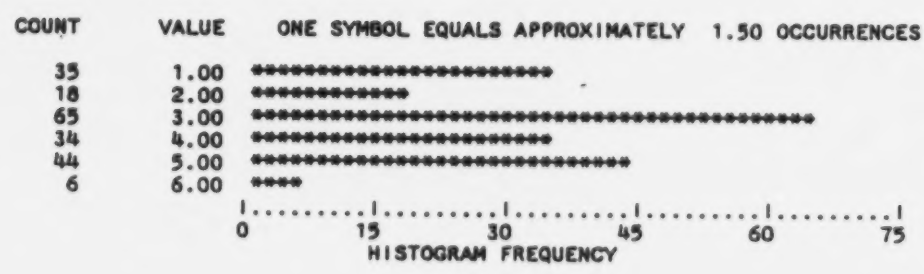
HISTOGRAM FREQUENCY

MEAN	2.788	STD ERR	.114	MEDIAN	2.000
MODE	2.000	STD DEV	1.620	VARIANCE	2.623
KURTOSIS	.383	S E KURT	.340	SKEWNESS	.941
S E SKEW	.171	RANGE	7.000	MINIMUM	1.000
MAXIMUM	8.000	SUM	566.000		

VALID CASES 203 MISSING CASES 11

QUES012 FUTHUR EDUCATIONS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
CERTIF	1	35	16.4	17.3	17.3
CREDIT	2	18	8.4	8.9	26.2
DEGREE	3	65	30.4	32.2	58.4
ASSOC	4	34	15.9	16.8	75.2
BACHELOR	5	44	20.6	21.8	97.0
GRADUATE	6	6	2.8	3.0	100.0
NO RESP	0	12	5.6	MISSING	
	TOTAL	214	100.0	100.0	



QUES013 CONVENIENT TIME FOR TRAINING

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
EVENING	1	98	45.8	48.0	48.0
SAT 1/2	2	47	22.0	23.0	71.1
SAT FULL	3	12	5.6	5.9	77.0
WEEK 1/2	4	31	14.5	15.2	92.2
WEEK FUL	5	9	4.2	4.4	96.6
OTHER	6	7	3.3	3.4	100.0
NO RESP	0	10	4.7	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 2.00 OCCURRENCES
98	1.00	**********
47	2.00	**********
12	3.00	******
31	4.00	**********
9	5.00	*****
7	6.00	****

0 20 40 60 80 100
HISTOGRAM FREQUENCY

QUES014 HOW OFTEN WOULD YOU LIKE THE TRAING

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
TWICE WK	1	32	15.0	15.9	15.9
ONCE WK	2	86	40.2	42.8	58.7
MONTHLY	3	67	31.3	33.3	92.0
OTHER	4	16	7.5	8.0	100.0
NO RESP	0	13	6.1	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 2.00 OCCURRENCES
32	1.00	**********
86	2.00	**********
67	3.00	**********
16	4.00	********

0 20 40 60 80 100
HISTOGRAM FREQUENCY

ANNUAL SALARY AND RACIAL CHARACTERISTICS

QUES015 RESPONDENTS ANNUAL SALARY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
LESS 5K	1	11	5.1	6.2	6.2
5-7.5K	2	8	3.7	4.5	10.7
5.7-10K	3	14	6.5	7.9	18.5
10-12.5	4	35	16.4	19.7	38.2
12.5-15K	5	35	16.4	19.7	57.9
15-17.5K	6	23	10.7	12.9	70.8
17.5-20K	7	18	8.4	10.1	80.9
20-25K	8	22	10.3	12.4	93.3
25-30K	9	7	3.3	3.9	97.2
30K +	10	5	2.3	2.8	100.0
NO RESP	0	36	16.8	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY .80 OCCURRENCES
11	1.00	**********
8	2.00	*******
14	3.00	************
35	4.00	*********************************
35	5.00	*********************************
23	6.00	**********************
18	7.00	*****************
22	8.00	*********************
7	9.00	*******
5	10.00	*****

0 8 16 24 32 40

HISTOGRAM FREQUENCY

MEAN	5.264	STD ERR	.165	MEDIAN	5.000
MODE	4.000	STD DEV	2.200	VARIANCE	4.839
KURTOSIS	-.485	S E KURT	.362	SKEWNESS	.046
S E SKEW	.182	RANGE	9.000	MINIMUM	1.000
MAXIMUM	10.000	SUM	937.000		

VALID CASES 178 MISSING CASES 36

QUES016 RESPONDENTS RACIAL BACKGROUND

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
BLACK	1	10	4.7	5.1	5.1
HISPANIC	3	2	.9	1.0	6.1
AMERICAN	6	2	.9	1.0	7.1
WHITE	7	182	85.0	92.4	99.5
OTHER	8	1	.5	.5	100.0
NO RESP	0	17	7.9	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 4.00 OCCURRENCES
10	1.00	***
0	2.00	
2	3.00	*
0	4.00	
0	5.00	
2	6.00	*
182	7.00	**
1	8.00	

0 40 80 120 160 200

HISTOGRAM FREQUENCY

Crosstabulations

STATEWIDE ANALYSES

CURRENT EMPLOYMENT X TRAINING NEEDS

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.1 ADVANCED TRAINING THAT IS RANKED # 1

QUES04A	COUNT / COL PCT	QUES1.1 PGM ADMN (1)	EVALUAT (2)	CURRICUL (3)	STAF-PAR (4)	STAF-CHD (5)	PHY ENVR (6)	HEAL SAF (7)	NUTRITN (8)	CHD DEVL (9)	INFANTS (10)	OBSERVAT (11)	ROW TOTAL
TEACHER	1	20 31.7	4 33.3	15 45.5	6 50.0	19 45.2	1 100.0	3 37.5	1 100.0	10 52.6	5 38.5	5 71.4	90 42.1
DIRECTOR	2	29 46.0	4 33.3	11 33.3	3 25.0	14 33.3		3 37.5		5 26.3	6 46.2		77 36.0
ADIMIN	3	12 19.0	1 8.3	2 6.1	2 16.7	6 14.3				1 5.3	1 7.7	1 14.3	26 12.1
AIDE	4		1 8.3							1 5.3			2 .9
SUPERVIS	5		1 8.3					2 25.0		1 5.3			4 1.9
PROVIDER	6			2 6.1	1 8.3	1 2.4				1 5.3			5 2.3
TRAINER	7										1 7.7		1 .5
SCHOOL	9					1 2.4							1 .5
OTHER	12	2 3.2	1 8.3	3 9.1		1 2.4						1 14.3	8 3.7
(CONTINUED)	COLUMN TOTAL	63 29.4	12 5.6	33 15.4	12 5.6	42 19.6	1 .5	8 3.7	1 .5	19 8.9	13 6.1	7 3.3	214 100.0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.1 ADVANCED TRAINING THAT IS RANKED # 1

QUES04A		QUES1.1 STAF-COL 12	ROW TOTAL
TEACHER	1	1	90
		33.3	42.1
DIRECTOR	2	2	77
		66.7	36.0
ADIMIN	3		26
			12.1
AIDE	4		2
			.9
SUPERVIS	5		4
			1.9
PROVIDER	6		5
			2.3
TRAINER	7		1
			.5
SCHOOL	9		1
			.5
OTHER	12		8
			3.7
	COLUMN TOTAL	3	214
		1.4	100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	96.46307	88	.25193
LIKELIHOOD RATIO	71.91825	88	.89325
MANTEL-HAENSZEL	.26834	1	.60445

MINIMUM EXPECTED FREQUENCY - .005
CELLS WITH EXPECTED FREQUENCY < 5 - 95 OF 108 (88.0%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.2 ADVANCED TRAINING THAT IS RANKED # 2

QUES04A	COUNT / COL PCT	QUES1.2 PGM ADMN (1)	EVALUAT (2)	CURRICUL (3)	STAF-PAR (4)	STAF-CHD (5)	PHY ENVR (6)	HEAL SAF (7)	NUTRITN (8)	CHD DEVL (9)	INFANTS (10)	OBSERVAT (11)	ROW TOTAL
TEACHER	1	6 54.5	13 38.2	19 46.3	11 37.9	13 39.4	5 38.5	3 33.3	2 66.7	5 29.4	5 45.5	1 33.3	90 42.1
DIRECTOR	2	5 45.5	12 35.3	15 36.6	10 34.5	11 33.3	6 46.2	3 33.3		9 52.9	4 36.4		77 36.0
ADIMIN	3		7 20.6	5 12.2	4 13.8	4 12.1	1 7.7			3 17.6	1 9.1		26 12.1
AIDE	4				1 3.4	1 3.0							2 .9
SUPERVIS	5				1 3.4	2 6.1		1 11.1					4 1.9
PROVIDER	6			1 2.4		1 3.0	1 7.7		1 33.3			1 33.3	5 2.3
TRAINER	7											1 33.3	1 .5
SCHOOL	9				1 3.4								1 .5
OTHER	12		2 5.9	1 2.4	1 3.4	1 3.0		2 22.2			1 9.1		8 3.7
(CONTINUED)	COLUMN TOTAL	11 5.1	34 15.9	41 19.2	29 13.6	33 15.4	13 6.1	9 4.2	3 1.4	17 7.9	11 5.1	3 1.4	214 100.0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.2 ADVANCED TRAINING THAT IS RANKED # 2

QUES04A	COUNT / COL PCT	QUES1.2 STAF-COL 12	ROW TOTAL
TEACHER	1	7 70.0	90 42.1
DIRECTOR	2	2 20.0	77 36.0
ADIMIN	3	1 10.0	26 12.1
AIDE	4		2 .9
SUPERVIS	5		4 1.9
PROVIDER	6		5 2.3
TRAINER	7		1 .5
SCHOOL	9		1 .5
OTHER	12		8 3.7
	COLUMN TOTAL	10 4.7	214 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	147.99826	88	.00007
LIKELIHOOD RATIO	69.51108	88	.92704
MANTEL-HAENSZEL	.18793	1	.66465

MINIMUM EXPECTED FREQUENCY - .014
CELLS WITH EXPECTED FREQUENCY < 5 - 97 OF 108 (89.8%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.3 ADVANCED TRAINING THAT IS RANKED # 3

QUES04A	COUNT / COL PCT	QUES1.3 NO RESP 0	PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAR 4	STAF-CHD 5	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	ROW TOTAL
TEACHER	1	1 100.0	3 37.5	11 47.8	13 43.3	12 36.4	9 27.3	7 63.6	4 36.4	1 33.3	10 47.6	6 54.5	90 42.1
DIRECTOR	2		5 62.5	9 39.1	9 30.0	12 36.4	17 51.5	2 18.2	4 36.4	1 33.3	7 33.3	4 36.4	77 36.0
ADIMIN	3			3 13.0	3 10.0	5 15.2	3 9.1		2 18.2		2 9.5	1 9.1	26 12.1
AIDE	4				1 3.3								2 .9
SUPERVIS	5				1 3.3	1 3.0		1 9.1					4 1.9
PROVIDER	6				1 3.3		2 6.1	1 9.1			1 4.8		5 2.3
TRAINER	7				1 3.3								1 .5
SCHOOL	9								1 9.1				1 .5
OTHER	12				1 3.3	3 9.1	2 6.1			1 33.3	1 4.8		8 3.7
(CONTINUED)	COLUMN TOTAL	1 .5	8 3.7	23 10.7	30 14.0	33 15.4	33 15.4	11 5.1	11 5.1	3 1.4	21 9.8	11 5.1	214 100.0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.3 ADVANCED TRAINING THAT IS RANKED # 3

QUES04A	COUNT / COL PCT	QUES1.3 OBSERVAT 11	QUES1.3 STAF-COL 12	ROW TOTAL
TEACHER	1	8 57.1	5 33.3	90 42.1
DIRECTOR	2		7 46.7	77 36.0
ADIMIN	3	5 35.7	2 13.3	26 12.1
AIDE	4		1 6.7	2 .9
SUPERVIS	5	1 7.1		4 1.9
PROVIDER	6			5 2.3
TRAINER	7			1 .5
SCHOOL	9			1 .5
OTHER	12			8 3.7
	COLUMN TOTAL	14 6.5	15 7.0	214 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	89.89133	96	.65622
LIKELIHOOD RATIO	77.59586	96	.91545
MANTEL-HAENSZEL	.10407	1	.74700

MINIMUM EXPECTED FREQUENCY - .005
CELLS WITH EXPECTED FREQUENCY < 5 - 103 OF 117 (88.0%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.4 ADVANCED TRAINING THAT IS RANKED # 4

QUES04A	COUNT / COL PCT	QUES1.4 NO RESP 0	PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAR 4	STAF-CHD 5	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	ROW TOTAL
TEACHER	1	2 100.0	1 11.1	11 47.8	7 33.3	17 44.7	11 57.9	4 25.0	8 57.1	3 75.0	6 50.0	5 26.3	90 42.1
DIRECTOR	2		6 66.7	7 30.4	11 52.4	11 28.9	4 21.1	5 31.3	5 35.7		5 41.7	10 52.6	77 36.0
ADIMIN	3			2 8.7	2 9.5	5 13.2	3 15.8	4 25.0	1 7.1	1 25.0		4 21.1	26 12.1
AIDE	4						1 5.3	1 6.3					2 .9
SUPERVIS	5			1 4.3	1 4.8			1 6.3					4 1.9
PROVIDER	6					4 10.5							5 2.3
TRAINER	7			1 4.3									1 .5
SCHOOL	9		1 11.1										1 .5
OTHER	12		1 11.1	1 4.3		1 2.6		1 6.3			1 8.3		8 3.7
(CONTINUED)	COLUMN TOTAL	2 .9	9 4.2	23 10.7	21 9.8	38 17.8	19 8.9	16 7.5	14 6.5	4 1.9	12 5.6	19 8.9	214 100.0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.4 ADVANCED TRAINING THAT IS RANKED # 4

QUES04A	COUNT / COL PCT	QUES1.4 OBSERVAT 11	QUES1.4 STAF-COL 12	ROW TOTAL
1 TEACHER	1	8	7	90
		40.0	41.2	42.1
2 DIRECTOR	2	7	6	77
		35.0	35.3	36.0
3 ADIMIN	3	1	3	26
		5.0	17.6	12.1
4 AIDE	4			2
				.9
5 SUPERVIS	5		1	4
			5.9	1.9
6 PROVIDER	6	1		5
		5.0		2.3
7 TRAINER	7			1
				.5
9 SCHOOL	9			1
				.5
12 OTHER	12	3		8
		15.0		3.7
	COLUMN TOTAL	20	17	214
		9.3	7.9	100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	104.87842	96	.25150
LIKELIHOOD RATIO	84.93449	96	.78316
MANTEL-HAENSZEL	.00054	1	.98146

MINIMUM EXPECTED FREQUENCY - .009
CELLS WITH EXPECTED FREQUENCY < 5 - 98 OF 117 (83.8%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.5 ADVANCED TRAINING THAT IS RANKED # 5

QUES04A	COUNT / COL PCT	QUES1.5 NO RESP 0	PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAR 4	STAF-CHD 5	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	ROW TOTAL
TEACHER	1	2 50.0	6 42.9	5 23.8	6 40.0	12 66.7	9 42.9	10 37.0	11 44.0	3 37.5	7 43.8	8 47.1	90 42.1
DIRECTOR	2	1 25.0	1 7.1	13 61.9	5 33.3	6 33.3	8 38.1	10 37.0	12 48.0	2 25.0	3 18.8	6 35.3	77 36.0
ADIMIN	3	1 25.0	5 35.7	2 9.5	1 6.7		2 9.5	3 11.1	2 8.0	1 12.5	2 12.5	2 11.8	26 12.1
AIDE	4										1 6.3		2 .9
SUPERVIS	5		2 14.3					1 3.7			1 6.3		4 1.9
PROVIDER	6				1 6.7			1 3.7		1 12.5	1 6.3		5 2.3
TRAINER	7						1 4.8						1 .5
SCHOOL	9				1 6.7								1 .5
OTHER	12			1 4.8	1 6.7		1 4.8	2 7.4		1 12.5	1 6.3	1 5.9	8 3.7
(CONTINUED)	COLUMN TOTAL	4 1.9	14 6.5	21 9.8	15 7.0	18 8.4	21 9.8	27 12.6	25 11.7	8 3.7	16 7.5	17 7.9	214 100.0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.5 ADVANCED TRAINING THAT IS RANKED # 5

QUES04A		QUES1.5 OBSERVAT 11	QUES1.5 STAF-COL 12	ROW TOTAL
TEACHER	1	6	5	90
		40.0	38.5	42.1
DIRECTOR	2	5	5	77
		33.3	38.5	36.0
ADIMIN	3	2	3	26
		13.3	23.1	12.1
AIDE	4	1		2
		6.7		.9
SUPERVIS	5			4
				1.9
PROVIDER	6	1		5
		6.7		2.3
TRAINER	7			1
				.5
SCHOOL	9			1
				.5
OTHER	12			8
				3.7
	COLUMN TOTAL	15	13	214
		7.0	6.1	100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	94.26802	96	.53091
LIKELIHOOD RATIO	76.20604	96	.93208
MANTEL-HAENSZEL	.02365	1	.87779

MINIMUM EXPECTED FREQUENCY - .019
CELLS WITH EXPECTED FREQUENCY < 5 - 96 OF 117 (82.1%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES002 ADVANCED TRAINING THAT IS LEAT DESIRABLE

QUES04A	COUNT / COL PCT	QUES002 NO RESP 0	PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAR 4	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	OBSERVAT 11	ROW TOTAL
TEACHER	1	3 60.0	11 50.0	3 37.5	3 27.3	1 33.3	12 44.4	3 50.0	21 37.5	3 20.0	6 50.0	5 41.7	90 42.1
DIRECTOR	2	2 40.0	5 22.7	1 12.5	5 45.5		12 44.4	3 50.0	24 42.9	6 40.0	2 16.7	5 41.7	77 36.0
ADIMIN	3		1 4.5	3 37.5	2 18.2	2 66.7	3 11.1		6 10.7	4 26.7	1 8.3	1 8.3	26 12.1
AIDE	4		1 4.5							1 6.7			2 .9
SUPERVIS	5		1 4.5						2 3.6				4 1.9
PROVIDER	6		2 9.1							1 6.7	1 8.3		5 2.3
TRAINER	7								1 1.8				1 .5
SCHOOL	9				1 9.1								1 .5
OTHER	12		1 4.5	1 12.5					2 3.6		2 16.7	1 8.3	8 3.7
(CONTINUED)	COLUMN TOTAL	5 2.3	22 10.3	8 3.7	11 5.1	3 1.4	27 12.6	6 2.8	56 26.2	15 7.0	12 5.6	12 5.6	214 100.0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES002 ADVANCED TRAINING THAT IS LEAT DESIRABLE

QUES04A	COUNT / COL PCT	QUES002 STAF-COL 12	ROW TOTAL
TEACHER	1	19	90
		51.4	42.1
DIRECTOR	2	12	77
		32.4	36.0
ADIMIN	3	3	26
		8.1	12.1
AIDE	4		2
			.9
SUPERVIS	5	1	4
		2.7	1.9
PROVIDER	6	1	5
		2.7	2.3
TRAINER	7		1
			.5
SCHOOL	9		1
			.5
OTHER	12	1	8
		2.7	3.7
	COLUMN TOTAL	37	214
		17.3	100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	84.74221	88	.57857
LIKELIHOOD RATIO	67.76833	88	.94622
MANTEL-HAENSZEL	.06009	1	.80636

MINIMUM EXPECTED FREQUENCY - .014
CELLS WITH EXPECTED FREQUENCY < 5 - 95 OF 108 (88.0%)

NUMBER OF MISSING OBSERVATIONS: 0

CURRENT EMPLOYMENT X APPROACHES TO CHILD CARE TRAINING

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.1 APPROACH IN LEARNING CHILD CARE RANK #1

QUES04A	COUNT / COL PCT	QUES3.1 NO RESP	WATCH	BE WATCH VISIT	ON-SITE	OFF-SITE READING	CAREGIVE CHILDREN	COURSES	EXPERIMT	ROW TOTAL
		0	1	2	3	4	5	6	8	10	11	12	
TEACHER	1	2 100.0	33 38.8	3 37.5	4 36.4	2 33.3	4 40.0	1 25.0	7 35.0	9 50.0	11 57.9	10 40.0	90 42.1
DIRECTOR	2		36 42.4	5 62.5	4 36.4	1 16.7	5 50.0	2 50.0	8 40.0	3 16.7	4 21.1	7 28.0	77 36.0
ADIMIN	3		11 12.9		2 18.2	3 50.0	1 10.0	1 25.0	1 5.0	2 11.1	1 5.3	4 16.0	26 12.1
AIDE	4		1 1.2									1 4.0	2 .9
SUPERVIS	5		1 1.2							2 11.1		1 4.0	4 1.9
PROVIDER	6		2 2.4		1 9.1				2 10.0				5 2.3
TRAINER	7										1 5.3		1 .5
SCHOOL	9											1 4.0	1 .5
OTHER	12		1 1.2						2 10.0	2 11.1	2 10.5	1 4.0	8 3.7
(CONTINUED)	COLUMN TOTAL	2 .9	85 39.7	8 3.7	11 5.1	6 2.8	10 4.7	4 1.9	20 9.3	18 8.4	19 8.9	25 11.7	214 100.0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.1 APPROACH IN LEARNING CHILD CARE RANK #1

QUES04A	COUNT / COL PCT	QUES3.1 NETWORK 13	PRESENT 14	VIDEO 15	ROW TOTAL
TEACHER	1	2	1	1	90
		66.7	50.0	100.0	42.1
DIRECTOR	2	1	1		77
		33.3	50.0		36.0
ADIMIN	3				26
					12.1
AIDE	4				2
					.9
SUPERVIS	5				4
					1.9
PROVIDER	6				5
					2.3
TRAINER	7				1
					.5
SCHOOL	9				1
					.5
OTHER	12				8
					3.7
	COLUMN TOTAL	3	2	1	214
		1.4	.9	.5	100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	77.60711	104	.97532
LIKELIHOOD RATIO	64.64100	104	.99913
MANTEL-HAENSZEL	4.17022	1	.04114

MINIMUM EXPECTED FREQUENCY - .005
CELLS WITH EXPECTED FREQUENCY < 5 - 115 OF 126 (91.3%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.2 APPROACH IN LEARNING CHILD CARE RANK #2

QUES04A	COUNT / COL PCT	QUES3.2 NO RESP 0	WATCH 1	BE WATCH 2	VISIT 3	ON-SITE 4	OFF-SITE 5	READING 6	SUPERVIS 7	CAREGIVE 8	PARENTS 9	CHILDREN 10	ROW TOTAL
TEACHER	1	2	8	5	11	8	7	5	2	15	3	7	90
		100.0	34.8	23.8	42.3	33.3	46.7	83.3	50.0	51.7	50.0	41.2	42.1
DIRECTOR	2		8	6	11	12	5	1	1	10	1	6	77
			34.8	28.6	42.3	50.0	33.3	16.7	25.0	34.5	16.7	35.3	36.0
ADIMIN	3		4	6	4	1	3			2		2	26
			17.4	28.6	15.4	4.2	20.0			6.9		11.8	12.1
AIDE	4			1					1				2
				4.8					25.0				.9
SUPERVIS	5		1							1	1		4
			4.3							3.4	16.7		1.9
PROVIDER	6		1	1		1				1			5
			4.3	4.8		4.2				3.4			2.3
TRAINER	7		1										1
			4.3										.5
SCHOOL	9											1	1
												5.9	.5
OTHER	12			2		2					1	1	8
				9.5		8.3					16.7	5.9	3.7
(CONTINUED)	COLUMN TOTAL	2	23	21	26	24	15	6	4	29	6	17	214
		.9	10.7	9.8	12.1	11.2	7.0	2.8	1.9	13.6	2.8	7.9	100.0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.2 APPROACH IN LEARNING CHILD CARE RANK #2

QUES04A	COUNT / COL PCT	QUES3.2 COURSES (11)	EXPERIMT (12)	NETWORK (13)	VIDEO (15)	ROW TOTAL
TEACHER	1	5 50.0	10 43.5		2 66.7	90 42.1
DIRECTOR	2	4 40.0	9 39.1	3 60.0		77 36.0
ADIMIN	3	1 10.0	2 8.7		1 33.3	26 12.1
AIDE	4					2 .9
SUPERVIS	5		1 4.3			4 1.9
PROVIDER	6		1 4.3			5 2.3
TRAINER	7					1 .5
SCHOOL	9					1 .5
OTHER	12			2 40.0		8 3.7
	COLUMN TOTAL	10 4.7	23 10.7	5 2.3	3 1.4	214 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	122.45791	112	.23504
LIKELIHOOD RATIO	87.51566	112	.95798
MANTEL-HAENSZEL	.00876	1	.92545

MINIMUM EXPECTED FREQUENCY - .009
CELLS WITH EXPECTED FREQUENCY < 5 - 119 OF 135 (88.1%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.3 APPROACH IN LEARNING CHILD CARE RANK #3

QUES04A	COUNT / COL PCT	QUES3.3 NO RESP 0	WATCH 1	BE WATCH VISIT 2	3	ON-SITE 4	OFF-SITE READING 5	6	SUPERVIS 7	CAREGIVE 8	PARENTS 9	CHILDREN 10	ROW TOTAL
TEACHER	1	2	6	9	10	5	3	7	2	17	5	11	90
		100.0	30.0	37.5	37.0	27.8	20.0	58.3	40.0	43.6	50.0	78.6	42.1
DIRECTOR	2		8	12	11	8	8	4	2	10	2	2	77
			40.0	50.0	40.7	44.4	53.3	33.3	40.0	25.6	20.0	14.3	36.0
ADIMIN	3		4	3	4	3	3	1		2	1	1	26
			20.0	12.5	14.8	16.7	20.0	8.3		5.1	10.0	7.1	12.1
AIDE	4									2			2
										5.1			.9
SUPERVIS	5					1				2	1		4
						5.6				5.1	10.0		1.9
PROVIDER	6		1		1				1	2			5
			5.0		3.7				20.0	5.1			2.3
TRAINER	7						1						1
							6.7						.5
SCHOOL	9										1		1
											10.0		.5
OTHER	12		1		1	1				4			8
			5.0		3.7	5.6				10.3			3.7
(CONTINUED)	COLUMN TOTAL	2	20	24	27	18	15	12	5	39	10	14	214
		.9	9.3	11.2	12.6	8.4	7.0	5.6	2.3	18.2	4.7	6.5	100.0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.3 APPROACH IN LEARNING CHILD CARE RANK #3

QUES04A	COUNT / COL PCT	QUES3.3 COURSES (11)	EXPERIMT (12)	NETWORK (13)	PRESENT (14)	ROW TOTAL
TEACHER	1		11 61.1	1 100.0	1 33.3	90 42.1
DIRECTOR	2	3 50.0	5 27.8		2 66.7	77 36.0
ADIMIN	3	2 33.3	2 11.1			26 12.1
AIDE	4					2 .9
SUPERVIS	5					4 1.9
PROVIDER	6					5 2.3
TRAINER	7					1 .5
SCHOOL	9					1 .5
OTHER	12	1 16.7				8 3.7
	COLUMN TOTAL	6 2.8	18 8.4	1 .5	3 1.4	214 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	108.16841	112	.58484
LIKELIHOOD RATIO	86.38911	112	.96538
MANTEL-HAENSZEL	.02104	1	.88467

MINIMUM EXPECTED FREQUENCY - .005
CELLS WITH EXPECTED FREQUENCY < 5 - 118 OF 135 (87.4%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.4 APPROACH IN LEARNING CHILD CARE RANK #4

QUES04A	COUNT / COL PCT	QUES3.4 NO RESP 0	WATCH 1	BE WATCH VISIT 2	3	ON-SITE 4	OFF-SITE 5	READING 6	SUPERVIS 7	CAREGIVE 8	PARENTS 9	CHILDREN 10	ROW TOTAL
TEACHER	1	2 66.7	6 54.5	9 47.4	14 58.3	5 45.5	6 50.0	5 29.4	1 25.0	11 36.7	1 8.3	8 40.0	90 42.1
DIRECTOR	2		4 36.4	5 26.3	7 29.2	3 27.3	4 33.3	5 29.4	2 50.0	12 40.0	6 50.0	8 40.0	77 36.0
ADIMIN	3	1 33.3	1 9.1	3 15.8		3 27.3		4 23.5		5 16.7	2 16.7	2 10.0	26 12.1
AIDE	4											2 10.0	2 .9
SUPERVIS	5			1 5.3					1 25.0		1 8.3		4 1.9
PROVIDER	6			1 5.3	2 8.3			1 5.9					5 2.3
TRAINER	7							1 5.9					1 .5
SCHOOL	9									1 3.3			1 .5
OTHER	12				1 4.2		2 16.7	1 5.9		1 3.3	2 16.7		8 3.7
(CONTINUED)	COLUMN TOTAL	3 1.4	11 5.1	19 8.9	24 11.2	11 5.1	12 5.6	17 7.9	4 1.9	30 14.0	12 5.6	20 9.3	214 100.0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.4 APPROACH IN LEARNING CHILD CARE RANK #4

QUES04A	COUNT / COL PCT	QUES3.4 COURSES (11)	EXPERIMT (12)	NETWORK (13)	PRESENT (14)	VIDEO (15)	ROW TOTAL
TEACHER	1	6 40.0	9 36.0	2 50.0	3 60.0	2 100.0	90 42.1
DIRECTOR	2	7 46.7	11 44.0	2 50.0	1 20.0		77 36.0
ADIMIN	3	2 13.3	2 8.0		1 20.0		26 12.1
AIDE	4						2 .9
SUPERVIS	5		1 4.0				4 1.9
PROVIDER	6		1 4.0				5 2.3
TRAINER	7						1 .5
SCHOOL	9						1 .5
OTHER	12		1 4.0				8 3.7
	COLUMN TOTAL	15 7.0	25 11.7	4 1.9	5 2.3	2 .9	214 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	106.30122	120	.80972
LIKELIHOOD RATIO	87.12746	120	.98956
MANTEL-HAENSZEL	.01263	1	.91053

MINIMUM EXPECTED FREQUENCY - .009
CELLS WITH EXPECTED FREQUENCY < 5 - 128 OF 144 (88.9%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.5 APPROACH IN LEARNING CHILD CARE RANK #5

QUES04A	COUNT / COL PCT	QUES3.5 NO RESP 0	WATCH 1	BE WATCH 2	VISIT 3	ON-SITE 4	OFF-SITE 5	READING 6	SUPERVIS 7	CAREGIVE 8	PARENTS 9	CHILDREN 10	ROW TOTAL
TEACHER	1	4 57.1	3 37.5	6 50.0	11 47.8	6 50.0	7 46.7	5 31.3	4 50.0	9 40.9	4 44.4	13 48.1	90 42.1
DIRECTOR	2	1 14.3	2 25.0	4 33.3	7 30.4	3 25.0	6 40.0	6 37.5	3 37.5	10 45.5	3 33.3	10 37.0	77 36.0
ADIMIN	3	1 14.3	3 37.5	2 16.7	1 4.3	1 8.3	1 6.7	2 12.5		2 9.1	1 11.1	2 7.4	26 12.1
AIDE	4				1 4.3								2 .9
SUPERVIS	5	1 14.3				1 8.3		1 6.3		1 4.5			4 1.9
PROVIDER	6					1 8.3		2 12.5					5 2.3
TRAINER	7				1 4.3								1 .5
SCHOOL	9				1 4.3								1 .5
OTHER	12				1 4.3		1 6.7		1 12.5		1 11.1	2 7.4	8 3.7
(CONTINUED)	COLUMN TOTAL	7 3.3	8 3.7	12 5.6	23 10.7	12 5.6	15 7.0	16 7.5	8 3.7	22 10.3	9 4.2	27 12.6	214 100.0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.5 APPROACH IN LEARNING CHILD CARE RANK #5

QUES04A	COUNT / COL PCT	QUES3.5 COURSES 11	EXPERIMT 12	NETWORK 13	PRESENT 14	VIDEO 15	ROW TOTAL
TEACHER	1	4	7	3	3	1	90
		36.4	43.8	25.0	33.3	14.3	42.1
DIRECTOR	2	5	4	7	3	3	77
		45.5	25.0	58.3	33.3	42.9	36.0
ADIMIN	3	2	2	1	2	3	26
		18.2	12.5	8.3	22.2	42.9	12.1
AIDE	4		1				2
			6.3				.9
SUPERVIS	5						4
							1.9
PROVIDER	6		2				5
			12.5				2.3
TRAINER	7						1
							.5
SCHOOL	9						1
							.5
OTHER	12			1	1		8
				8.3	11.1		3.7
	COLUMN TOTAL	11	16	12	9	7	214
		5.1	7.5	5.6	4.2	3.3	100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	93.93510	120	.96235
LIKELIHOOD RATIO	77.59817	120	.99904
MANTEL-HAENSZEL	.44973	1	.50246

MINIMUM EXPECTED FREQUENCY - .033
CELLS WITH EXPECTED FREQUENCY < 5 - 129 OF 144 (89.6%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES05A CHILD CARE TRAINING THAT YOU COMPLETED

QUES04A	COUNT / COL PCT	QUES05A NO RESP 0	VOCATNAL 1	COMM COL 2	CERTIF 3	COURSES 4	BACHELOR 5	MASTER 6	WORKSHOP 7	NETWORK 8	OTHER 9	ROW TOTAL
TEACHER	1	1	7	5	8	26	24	2	6	2	9	90
		100.0	58.3	41.7	57.1	43.3	41.4	12.5	33.3	100.0	42.9	42.1
DIRECTOR	2		4	2	4	26	23	8	6		4	77
			33.3	16.7	28.6	43.3	39.7	50.0	33.3		19.0	36.0
ADIMIN	3			3		6	7	4	3		3	26
				25.0		10.0	12.1	25.0	16.7		14.3	12.1
AIDE	4				2							2
					14.3							.9
SUPERVIS	5		1						2		1	4
			8.3						11.1		4.8	1.9
PROVIDER	6					1	2		1		1	5
						1.7	3.4		5.6		4.8	2.3
TRAINER	7					1						1
						1.7						.5
SCHOOL	9										1	1
											4.8	.5
OTHER	12			2			2	2			2	8
				16.7			3.4	12.5			9.5	3.7
	COLUMN TOTAL	1	12	12	14	60	58	16	18	2	21	214
		.5	5.6	5.6	6.5	28.0	27.1	7.5	8.4	.9	9.8	100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	94.64036	72	.03811
LIKELIHOOD RATIO	74.81494	72	.38705
MANTEL-HAENSZEL	4.25186	1	.03921

MINIMUM EXPECTED FREQUENCY - .005
CELLS WITH EXPECTED FREQUENCY < 5 - 74 OF 90 (82.2%)

NUMBER OF MISSING OBSERVATIONS: 0

CURRENT EMPLOYMENT
X
CHILD CARE TRAINING & ANNUAL SALARY

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES015 RESPONDENTS ANNUAL SALARY

QUES04A	COUNT / COL PCT	QUES015 NO RESP 0	LESS 5K 1	5-7.5K 2	5.7-10K 3	10-12.5 4	12.5-15K 5	15-17.5K 6	17.5-20K 7	20-25K 8	25-30K 9	30K + 10	ROW TOTAL
TEACHER	1	11	6	6	8	22	18	9	6	3		1	90
		30.6	54.5	75.0	57.1	62.9	51.4	39.1	33.3	13.6		20.0	42.1
DIRECTOR	2	15	5	1	2	7	10	10	11	10	5	1	77
		41.7	45.5	12.5	14.3	20.0	28.6	43.5	61.1	45.5	71.4	20.0	36.0
ADIMIN	3	6					5	3	1	7	2	2	26
		16.7					14.3	13.0	5.6	31.8	28.6	40.0	12.1
AIDE	4				2								2
					14.3								.9
SUPERVIS	5					2	1	1					4
						5.7	2.9	4.3					1.9
PROVIDER	6			1	1	3							5
				12.5	7.1	8.6							2.3
TRAINER	7									1			1
										4.5			.5
SCHOOL	9											1	1
												20.0	.5
OTHER	12	4			1	1	1			1			8
		11.1			7.1	2.9	2.9			4.5			3.7
	COLUMN TOTAL	36	11	8	14	35	35	23	18	22	7	5	214
		16.8	5.1	3.7	6.5	16.4	16.4	10.7	8.4	10.3	3.3	2.3	100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	159.78672	80	.00000
LIKELIHOOD RATIO	113.05268	80	.00885
MANTEL-HAENSZEL	.17749	1	.67353

MINIMUM EXPECTED FREQUENCY - .023
CELLS WITH EXPECTED FREQUENCY < 5 - 85 OF 99 (85.9%)

NUMBER OF MISSING OBSERVATIONS: 0

CHILD CARE TRAINING
X
TRAINING NEEDS

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.1 ADVANCED TRAINING THAT IS RANKED # 1

QUES05A	COUNT / COL PCT	QUES1.1 PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAR 4	STAF-CHD 5	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	OBSERVAT 11	ROW TOTAL
NO RESP	0					1 2.4							1 .5
VOCATNAL	1	3 4.8		1 3.0		2 4.8		2 25.0		1 5.3	2 15.4		12 5.6
COMM COL	2	1 1.6		4 12.1	2 16.7	1 2.4	1 100.0			1 5.3	1 7.7	1 14.3	12 5.6
CERTIF	3	2 3.2	1 8.3	2 6.1	1 8.3	3 7.1		1 12.5		1 5.3	2 15.4		14 6.5
COURSES	4	18 28.6	2 16.7	7 21.2	4 33.3	14 33.3		1 12.5		7 36.8	4 30.8	2 28.6	60 28.0
BACHELOR	5	22 34.9	5 41.7	11 33.3	2 16.7	7 16.7		1 12.5		5 26.3	2 15.4	3 42.9	58 27.1
MASTER	6	8 12.7	2 16.7		2 16.7	2 4.8		1 12.5			1 7.7		16 7.5
WORKSHOP	7	2 3.2	1 8.3	1 3.0	1 8.3	7 16.7			1 100.0	4 21.1		1 14.3	18 8.4
NETWORK	8			1 3.0				1 12.5					2 .9
OTHER	9	7 11.1	1 8.3	6 18.2		5 11.9		1 12.5			1 7.7		21 9.8
(CONTINUED)	COLUMN TOTAL	63 29.4	12 5.6	33 15.4	12 5.6	42 19.6	1 .5	8 3.7	1 .5	19 8.9	13 6.1	7 3.3	214 100.0

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.1 ADVANCED TRAINING THAT IS RANKED # 1

QUES05A	COUNT / COL PCT	QUES1.1 STAF-COL 12	ROW TOTAL
NO RESP	0		1 / .5
VOCATNAL	1	1 / 33.3	12 / 5.6
COMM COL	2		12 / 5.6
CERTIF	3	1 / 33.3	14 / 6.5
COURSES	4	1 / 33.3	60 / 28.0
BACHELOR	5		58 / 27.1
MASTER	6		16 / 7.5
WORKSHOP	7		18 / 8.4
NETWORK	8		2 / .9
OTHER	9		21 / 9.8
	COLUMN TOTAL	3 / 1.4	214 / 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	117.77563	99	.09596
LIKELIHOOD RATIO	97.69087	99	.51834
MANTEL-HAENSZEL	5.03035	1	.02491

MINIMUM EXPECTED FREQUENCY - .005
CELLS WITH EXPECTED FREQUENCY < 5 - 110 OF 120 (91.7%)

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.2 ADVANCED TRAINING THAT IS RANKED # 2

QUES05A	COUNT / COL PCT	QUES1.2 PGM ADMN (1)	EVALUAT (2)	CURRICUL (3)	STAF-PAR (4)	STAF-CHD (5)	PHY ENVR (6)	HEAL SAF (7)	NUTRITN (8)	CHD DEVL (9)	INFANTS (10)	OBSERVAT (11)	ROW TOTAL
NO RESP	0		1										1
			2.9										.5
VOCATNAL	1	2		3	1	1	2	1		1			12
		18.2		7.3	3.4	3.0	15.4	11.1		5.9			5.6
COMM COL	2	1	1	1	1	5		2		1			12
		9.1	2.9	2.4	3.4	15.2		22.2		5.9			5.6
CERTIF	3	1	2	1	3	2		2	1		1		14
		9.1	5.9	2.4	10.3	6.1		22.2	33.3		9.1		6.5
COURSES	4	4	6	14	8	10	5			5	4	1	60
		36.4	17.6	34.1	27.6	30.3	38.5			29.4	36.4	33.3	28.0
BACHELOR	5	2	13	10	6	6	5	2	1	6	2	2	58
		18.2	38.2	24.4	20.7	18.2	38.5	22.2	33.3	35.3	18.2	66.7	27.1
MASTER	6		6	4	3						2		16
			17.6	9.8	10.3						18.2		7.5
WORKSHOP	7			7	2	2		1	1	3	2		18
				17.1	6.9	6.1		11.1	33.3	17.6	18.2		8.4
NETWORK	8		1		1								2
			2.9		3.4								.9
OTHER	9	1	4	1	4	7	1	1		1			21
		9.1	11.8	2.4	13.8	21.2	7.7	11.1		5.9			9.8
(CONTINUED)	COLUMN TOTAL	11	34	41	29	33	13	9	3	17	11	3	214
		5.1	15.9	19.2	13.6	15.4	6.1	4.2	1.4	7.9	5.1	1.4	100.0

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.2 ADVANCED TRAINING THAT IS RANKED # 2

QUES05A	COUNT / COL PCT	QUES1.2 STAF-COL 12	ROW TOTAL
0 NO RESP			1 / .5
1 VOCATNAL		1 / 10.0	12 / 5.6
2 COMM COL			12 / 5.6
3 CERTIF		1 / 10.0	14 / 6.5
4 COURSES		3 / 30.0	60 / 28.0
5 BACHELOR		3 / 30.0	58 / 27.1
6 MASTER		1 / 10.0	16 / 7.5
7 WORKSHOP			18 / 8.4
8 NETWORK			2 / .9
9 OTHER		1 / 10.0	21 / 9.8
	COLUMN TOTAL	10 / 4.7	214 / 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	95.84616	99	.57104
LIKELIHOOD RATIO	106.17194	99	.29288
MANTEL-HAENSZEL	.07365	1	.78609

MINIMUM EXPECTED FREQUENCY - .014
CELLS WITH EXPECTED FREQUENCY < 5 - 112 OF 120 (93.3%)

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.3 ADVANCED TRAINING THAT IS RANKED # 3

QUES05A	COUNT / COL PCT	QUES1.3 NO RESP (0)	PGM ADMN (1)	EVALUAT (2)	CURRICUL (3)	STAF-PAR (4)	STAF-CHD (5)	PHY ENVR (6)	HEAL SAF (7)	NUTRITN (8)	CHD DEVL (9)	INFANTS (10)	ROW TOTAL
0 NO RESP		1											1
		100.0											.5
1 VOCATNAL			2	1	2	1	2	1	1		1		12
			25.0	4.3	6.7	3.0	6.1	9.1	9.1		4.8		5.6
2 COMM COL						3	1	2		1	2	2	12
						9.1	3.0	18.2		33.3	9.5	18.2	5.6
3 CERTIF			1	3	2	1	2	1			1	1	14
			12.5	13.0	6.7	3.0	6.1	9.1			4.8	9.1	6.5
4 COURSES			2	7	10	8	8	3	3		6	3	60
			25.0	30.4	33.3	24.2	24.2	27.3	27.3		28.6	27.3	28.0
5 BACHELOR			2	5	10	11	13	2	2	2	4		58
			25.0	21.7	33.3	33.3	39.4	18.2	18.2	66.7	19.0		27.1
6 MASTER				2	1	2	4				3		16
				8.7	3.3	6.1	12.1				14.3		7.5
7 WORKSHOP			1	2	3	2	2	1	2		1	2	18
			12.5	8.7	10.0	6.1	6.1	9.1	18.2		4.8	18.2	8.4
8 NETWORK				1			1						2
				4.3			3.0						.9
9 OTHER				2	2	5		1	3		3	3	21
				8.7	6.7	15.2		9.1	27.3		14.3	27.3	9.8
(CONTINUED)	COLUMN TOTAL	1	8	23	30	33	33	11	11	3	21	11	214
		.5	3.7	10.7	14.0	15.4	15.4	5.1	5.1	1.4	9.8	5.1	100.0

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.3 ADVANCED TRAINING THAT IS RANKED # 3

QUES05A	COUNT / COL PCT	QUES1.3 OBSERVAT (11)	QUES1.3 STAF-COL (12)	ROW TOTAL
0 NO RESP	0			1 / .5
1 VOCATNAL	1	1 / 7.1		12 / 5.6
2 COMM COL	2	1 / 7.1		12 / 5.6
3 CERTIF	3		2 / 13.3	14 / 6.5
4 COURSES	4	5 / 35.7	5 / 33.3	60 / 28.0
5 BACHELOR	5	3 / 21.4	4 / 26.7	58 / 27.1
6 MASTER	6	2 / 14.3	2 / 13.3	16 / 7.5
7 WORKSHOP	7	1 / 7.1	1 / 6.7	18 / 8.4
8 NETWORK	8			2 / .9
9 OTHER	9	1 / 7.1	1 / 6.7	21 / 9.8
	COLUMN TOTAL	14 / 6.5	15 / 7.0	214 / 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	286.60106	108	.00000
LIKELIHOOD RATIO	93.04808	108	.84674
MANTEL-HAENSZEL	.92874	1	.33519

MINIMUM EXPECTED FREQUENCY - .005
CELLS WITH EXPECTED FREQUENCY < 5 - 120 OF 130 (92.3%)

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.4 ADVANCED TRAINING THAT IS RANKED # 4

QUES05A	COUNT / COL PCT	QUES1.4 NO RESP (0)	PGM ADMN (1)	EVALUAT (2)	CURRICUL (3)	STAF-PAR (4)	STAF-CHD (5)	PHY ENVR (6)	HEAL SAF (7)	NUTRITN (8)	CHD DEVL (9)	INFANTS (10)	ROW TOTAL
0 NO RESP	0	1											1
		50.0											.5
1 VOCATNAL	1		1	1	4	3		2	1				12
			11.1	4.3	19.0	7.9		12.5	7.1				5.6
2 COMM COL	2			4	2	1	2					1	12
				17.4	9.5	2.6	10.5					5.3	5.6
3 CERTIF	3		1	1	1		2	1	3			1	14
			11.1	4.3	4.8		10.5	6.3	21.4			5.3	6.5
4 COURSES	4		1	7	4	16	4	3	4		6	4	60
			11.1	30.4	19.0	42.1	21.1	18.8	28.6		50.0	21.1	28.0
5 BACHELOR	5	1	4	5	4	12	6	3	5	2	2	8	58
		50.0	44.4	21.7	19.0	31.6	31.6	18.8	35.7	50.0	16.7	42.1	27.1
6 MASTER	6				3	2	1	1		1	1	3	16
					14.3	5.3	5.3	6.3		25.0	8.3	15.8	7.5
7 WORKSHOP	7		1	2	1			4			2	1	18
			11.1	8.7	4.8			25.0			16.7	5.3	8.4
8 NETWORK	8					1					1		2
						2.6					8.3		.9
9 OTHER	9		1	3	2	3	4	2	1	1		1	21
			11.1	13.0	9.5	7.9	21.1	12.5	7.1	25.0		5.3	9.8
(CONTINUED)	COLUMN TOTAL	2	9	23	21	38	19	16	14	4	12	19	214
		.9	4.2	10.7	9.8	17.8	8.9	7.5	6.5	1.9	5.6	8.9	100.0

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.4 ADVANCED TRAINING THAT IS RANKED # 4

QUES05A	COUNT / COL PCT	QUES1.4 OBSERVAT STAF-COL 11	12	ROW TOTAL
NO RESP	0			1 / .5
VOCATNAL	1			12 / 5.6
COMM COL	2	2 / 10.0		12 / 5.6
CERTIF	3	1 / 5.0	3 / 17.6	14 / 6.5
COURSES	4	6 / 30.0	5 / 29.4	60 / 28.0
BACHELOR	5	2 / 10.0	4 / 23.5	58 / 27.1
MASTER	6	3 / 15.0	1 / 5.9	16 / 7.5
WORKSHOP	7	3 / 15.0	4 / 23.5	18 / 8.4
NETWORK	8			2 / .9
OTHER	9	3 / 15.0		21 / 9.8
	COLUMN TOTAL	20 / 9.3	17 / 7.9	214 / 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	210.18442	108	.00000
LIKELIHOOD RATIO	123.44360	108	.14700
MANTEL-HAENSZEL	2.87908	1	.08974

MINIMUM EXPECTED FREQUENCY - .009
CELLS WITH EXPECTED FREQUENCY < 5 - 118 OF 130 (90.8%)

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.5 ADVANCED TRAINING THAT IS RANKED # 5

QUES05A	COUNT / COL PCT	QUES1.5 NO RESP (0)	PGM ADMN (1)	EVALUAT (2)	CURRICUL (3)	STAF-PAR (4)	STAF-CHD (5)	PHY ENVR (6)	HEAL SAF (7)	NUTRITN (8)	CHD DEVL (9)	INFANTS (10)	ROW TOTAL
0 NO RESP		1											1
		25.0											.5
1 VOCATNAL			2	2		1	1	2	2	1	1		12
			14.3	9.5		5.6	4.8	7.4	8.0	12.5	6.3		5.6
2 COMM COL			1	3			1	3					12
			7.1	14.3			4.8	11.1					5.6
3 CERTIF			1	1	2	1		3	1	2	1		14
			7.1	4.8	13.3	5.6		11.1	4.0	25.0	6.3		6.5
4 COURSES			4	7	2	6	7	5	8	1	4	5	60
			28.6	33.3	13.3	33.3	33.3	18.5	32.0	12.5	25.0	29.4	28.0
5 BACHELOR		1		6	5	3	7	6	8	1	2	9	58
		25.0		28.6	33.3	16.7	33.3	22.2	32.0	12.5	12.5	52.9	27.1
6 MASTER		1	2		2	2	3	3	1		2		16
		25.0	14.3		13.3	11.1	14.3	11.1	4.0		12.5		7.5
7 WORKSHOP		1	2	2	2	2		4	1		1	2	18
		25.0	14.3	9.5	13.3	11.1		14.8	4.0		6.3	11.8	8.4
8 NETWORK							1		1				2
							4.8		4.0				.9
9 OTHER			2		2	3	1	1	3	3	5	1	21
			14.3		13.3	16.7	4.8	3.7	12.0	37.5	31.3	5.9	9.8
(CONTINUED)	COLUMN TOTAL	4	14	21	15	18	21	27	25	8	16	17	214
		1.9	6.5	9.8	7.0	8.4	9.8	12.6	11.7	3.7	7.5	7.9	100.0

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.5 ADVANCED TRAINING THAT IS RANKED # 5

QUES05A	COUNT / COL PCT	QUES1.5 OBSERVAT STAF-COL 11	12	ROW TOTAL
0				1
NO RESP				.5
1				12
VOCATNAL				5.6
2		1	3	12
COMM COL		6.7	23.1	5.6
3		2		14
CERTIF		13.3		6.5
4		5	6	60
COURSES		33.3	46.2	28.0
5		7	3	58
BACHELOR		46.7	23.1	27.1
6				16
MASTER				7.5
7			1	18
WORKSHOP			7.7	8.4
8				2
NETWORK				.9
9				21
OTHER				9.8
	COLUMN TOTAL	15 7.0	13 6.1	214 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	157.95894	108	.00124
LIKELIHOOD RATIO	129.29672	108	.07954
MANTEL-HAENSZEL	.01005	1	.92013

MINIMUM EXPECTED FREQUENCY - .019
CELLS WITH EXPECTED FREQUENCY < 5 - 121 OF 130 (93.1%)

LENGTH OF TIME AS A CHILD CARE PROVIDER
X
ANNUAL SALARY

QUES006 HOW LONG HAVE U BEEN CHILD CARE PROVIDER BY QUES015 RESPONDENTS ANNUAL SALARY

QUES006	COUNT / COL PCT	QUES015 NO RESP 0	LESS 5K 1	5-7.5K 2	5.7-10K 3	10-12.5 4	12.5-15K 5	15-17.5K 6	17.5-20K 7	20-25K 8	25-30K 9	30K + 10	ROW TOTAL
0-1 YRS	1				2	3	2		1				8
					14.3	8.6	5.7		5.6				3.7
1-3 YRS	2	2	3		1	5	3	2	3		1		20
		5.6	27.3		7.1	14.3	8.6	8.7	16.7		14.3		9.3
3-5 YRS	3	10	1	2	3	9	8	7	3	5	1	1	50
		27.8	9.1	25.0	21.4	25.7	22.9	30.4	16.7	22.7	14.3	20.0	23.4
5-10 YRS	4	10	2	3	6	9	11	7	6	10	2	1	67
		27.8	18.2	37.5	42.9	25.7	31.4	30.4	33.3	45.5	28.6	20.0	31.3
MORE 10	5	14	5	3	2	9	11	7	5	7	3	3	69
		38.9	45.5	37.5	14.3	25.7	31.4	30.4	27.8	31.8	42.9	60.0	32.2
	COLUMN TOTAL	36	11	8	14	35	35	23	18	22	7	5	214
		16.8	5.1	3.7	6.5	16.4	16.4	10.7	8.4	10.3	3.3	2.3	100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	31.44812	40	.83103
LIKELIHOOD RATIO	35.21542	40	.68527
MANTEL-HAENSZEL	.06992	1	.79145

MINIMUM EXPECTED FREQUENCY - .187
CELLS WITH EXPECTED FREQUENCY < 5 - 38 OF 55 (69.1%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES011 LEVEL THAT YOU CAN NO LONGER AFFORD TRAI BY QUES012 FUTHUR EDUCATIONS

QUES011	COUNT / COL PCT	QUES012 NO RESP 0	CERTIF 1	CREDIT 2	DEGREE 3	ASSOC 4	BACHELOR 5	GRADUATE 6	ROW TOTAL
0 NO RESP		4	2			1	3	1	11
		33.3	5.7			2.9	6.8	16.7	5.1
1 35-50		2	4	7	9	9	16	1	48
		16.7	11.4	38.9	13.8	26.5	36.4	16.7	22.4
2 51-100		4	7	3	20	12	12	1	59
		33.3	20.0	16.7	30.8	35.3	27.3	16.7	27.6
3 101-150		1	8	4	13	6	7	1	40
		8.3	22.9	22.2	20.0	17.6	15.9	16.7	18.7
4 151-200			7	3	8	1	1	2	22
			20.0	16.7	12.3	2.9	2.3	33.3	10.3
5 201-250		1	6	1	8	2	2		20
		8.3	17.1	5.6	12.3	5.9	4.5		9.3
6 251-300					5	2	1		8
					7.7	5.9	2.3		3.7
7 301-400			1		2		1		4
			2.9		3.1		2.3		1.9
8 401-500						1	1		2
						2.9	2.3		.9
	COLUMN TOTAL	12	35	18	65	34	44	6	214
		5.6	16.4	8.4	30.4	15.9	20.6	2.8	100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	69.74037	48	.02182
LIKELIHOOD RATIO	68.52333	48	.02744
MANTEL-HAENSZEL	.73179	1	.39230

MINIMUM EXPECTED FREQUENCY - .056
CELLS WITH EXPECTED FREQUENCY < 5 - 49 OF 63 (77.8%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES011 LEVEL THAT YOU CAN NO LONGER AFFORD TRAI BY QUES015 RESPONDENTS ANNUAL SALARY

QUES011	COUNT / COL PCT	QUES015 NO RESP 0	LESS 5K 1	5-7.5K 2	5.7-10K 3	10-12.5 4	12.5-15K 5	15-17.5K 6	17.5-20K 7	20-25K 8	25-30K 9	30K + 10	ROW TOTAL
NO RESP	0	2				1	1	1	2	1		3	11
		5.6				2.9	2.9	4.3	11.1	4.5		60.0	5.1
35-50	1	9	5	2	3	10	7	6	3	2		1	48
		25.0	45.5	25.0	21.4	28.6	20.0	26.1	16.7	9.1		20.0	22.4
51-100	2	10	3	4	4	9	9	5	5	7	2	1	59
		27.8	27.3	50.0	28.6	25.7	25.7	21.7	27.8	31.8	28.6	20.0	27.6
101-150	3	7		1	4	12	6	3	2	4	1		40
		19.4		12.5	28.6	34.3	17.1	13.0	11.1	18.2	14.3		18.7
151-200	4	5	2		3		7	2	2	1			22
		13.9	18.2		21.4		20.0	8.7	11.1	4.5			10.3
201-250	5	3		1		2	3	1	4	4	2		20
		8.3		12.5		5.7	8.6	4.3	22.2	18.2	28.6		9.3
251-300	6		1			1	2	2		1	1		8
			9.1			2.9	5.7	8.7		4.5	14.3		3.7
301-400	7							3		1			4
								13.0		4.5			1.9
401-500	8									1	1		2
										4.5	14.3		.9
	COLUMN TOTAL	36	11	8	14	35	35	23	18	22	7	5	214
		16.8	5.1	3.7	6.5	16.4	16.4	10.7	8.4	10.3	3.3	2.3	100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	121.87495	80	.00178
LIKELIHOOD RATIO	98.36304	80	.07997
MANTEL-HAENSZEL	4.39239	1	.03610

MINIMUM EXPECTED FREQUENCY - .047
CELLS WITH EXPECTED FREQUENCY < 5 - 87 OF 99 (87.9%)

NUMBER OF MISSING OBSERVATIONS: 0

001

QUES012 FUTHUR EDUCATIONS BY QUES013 CONVENIENT TIME FOR TRAINING

QUES012	COUNT / COL PCT	QUES013 NO RESP (0)	EVENING (1)	SAT 1/2 (2)	SAT FULL WEEK (3)	1/2 WEEK (4)	FUL OTHER (5)	(6)	ROW TOTAL
0 NO RESP		3	5	1		2		1	12
		30.0	5.1	2.1		6.5		14.3	5.6
1 CERTIF			18	7	2	7		1	35
			18.4	14.9	16.7	22.6		14.3	16.4
2 CREDIT			4	6		7	1		18
			4.1	12.8		22.6	11.1		8.4
3 DEGREE			35	15	6	4	3	2	65
			35.7	31.9	50.0	12.9	33.3	28.6	30.4
4 ASSOC			22	7	1	1	3		34
			22.4	14.9	8.3	3.2	33.3		15.9
5 BACHELOR		7	12	10	3	8	2	2	44
		70.0	12.2	21.3	25.0	25.8	22.2	28.6	20.6
6 GRADUATE			2	1		2		1	6
			2.0	2.1		6.5		14.3	2.8
COLUMN TOTAL		10	98	47	12	31	9	7	214
		4.7	45.8	22.0	5.6	14.5	4.2	3.3	100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	72.35483	36	.00031
LIKELIHOOD RATIO	73.54405	36	.00022
MANTEL-HAENSZEL	.14996	1	.69858

MINIMUM EXPECTED FREQUENCY = .196
CELLS WITH EXPECTED FREQUENCY < 5 = 36 OF 49 (73.5%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES012 FUTHUR EDUCATIONS BY QUES014 HOW OFTEN WOULD YOU LIKE THE TRAING

QUES012	COUNT / COL PCT	QUES014 NO RESP 0	TWICE WK 1	ONCE WK 2	MONTHLY 3	OTHER 4	ROW TOTAL
0		3		3	5	1	12
NO RESP		23.1		3.5	7.5	6.3	5.6
1			8	12	11	4	35
CERTIF			25.0	14.0	16.4	25.0	16.4
2			2	5	11		18
CREDIT			6.3	5.8	16.4		8.4
3		1	16	31	14	3	65
DEGREE		7.7	50.0	36.0	20.9	18.8	30.4
4			4	18	9	3	34
ASSOC			12.5	20.9	13.4	18.8	15.9
5		9	2	13	17	3	44
BACHELOR		69.2	6.3	15.1	25.4	18.8	20.6
6				4		2	6
GRADUATE				4.7		12.5	2.8
	COLUMN TOTAL	13 6.1	32 15.0	86 40.2	67 31.3	16 7.5	214 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	66.62820	24	.00001
LIKELIHOOD RATIO	67.15159	24	.00001
MANTEL-HAENSZEL	.12649	1	.72210

MINIMUM EXPECTED FREQUENCY - .364
CELLS WITH EXPECTED FREQUENCY < 5 - 21 OF 35 (60.0%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES013 CONVENIENT TIME FOR TRAINING BY QUES014 HOW OFTEN WOULD YOU LIKE THE TRAING

QUES013	COUNT / COL PCT	QUES014 NO RESP 0	TWICE WK 1	ONCE WK 2	MONTHLY 3	OTHER 4	ROW TOTAL
0		10					10
NO RESP		76.9					4.7
1		2	25	50	17	4	98
EVENING		15.4	78.1	58.1	25.4	25.0	45.8
2		1	4	18	20	4	47
SAT 1/2		7.7	12.5	20.9	29.9	25.0	22.0
3			2	5	5		12
SAT FULL			6.3	5.8	7.5		5.6
4			1	8	17	5	31
WEEK 1/2			3.1	9.3	25.4	31.3	14.5
5				2	6	1	9
WEEK FUL				2.3	9.0	6.3	4.2
6				3	2	2	7
OTHER				3.5	3.0	12.5	3.3
	COLUMN TOTAL	13 6.1	32 15.0	86 40.2	67 31.3	16 7.5	214 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	208.55488	24	.00000
LIKELIHOOD RATIO	115.40556	24	.00000
MANTEL-HAENSZEL	46.28142	1	.00000

MINIMUM EXPECTED FREQUENCY - .425
CELLS WITH EXPECTED FREQUENCY < 5 - 25 OF 35 (71.4%)

NUMBER OF MISSING OBSERVATIONS: 0

REGIONAL ANALYSES

QUES008 WHERE RESPONDENT RESIDES BY QUES1.1 ADVANCED TRAINING THAT IS RANKED # 1

QUES008	COUNT / COL PCT	QUES1.1 PGM ADMN (1)	EVALUAT (2)	CURRICUL (3)	STAF-PAR (4)	STAF-CHD (5)	PHY ENVR (6)	HEAL SAF (7)	NUTRITN (8)	CHD DEVL (9)	INFANTS (10)	OBSERVAT (11)	ROW TOTAL
1 N EAST	1	11	3	3	3	13		4		6	2	1	48
		17.5	25.0	9.1	25.0	31.0		50.0		31.6	15.4	14.3	22.4
2 S EAST	2	14	6	8	5	10		4		3	4		54
		22.2	50.0	24.2	41.7	23.8		50.0		15.8	30.8		25.2
3 WESTERN	3	17	1	11	2	8				8	5	4	56
		27.0	8.3	33.3	16.7	19.0				42.1	38.5	57.1	26.2
4 CENTRAL	4	21	2	11	2	11	1		1	2	2	2	56
		33.3	16.7	33.3	16.7	26.2	100.0		100.0	10.5	15.4	28.6	26.2
(CONTINUED)	COLUMN TOTAL	63	12	33	12	42	1	8	1	19	13	7	214
		29.4	5.6	15.4	5.6	19.6	.5	3.7	.5	8.9	6.1	3.3	100.0

QUES008 WHERE RESPONDENT RESIDES BY QUES1.1 ADVANCED TRAINING THAT IS RANKED # 1

QUES008	COUNT / COL PCT	QUES1.1 STAF-COL 12	ROW TOTAL
N EAST	1	2	48
		66.7	22.4
S EAST	2		54
			25.2
WESTERN	3		56
			26.2
CENTRAL	4	1	56
		33.3	26.2
	COLUMN TOTAL	3	214
		1.4	100.0

NUMBER OF MISSING OBSERVATIONS: 0

QUES008 WHERE RESPONDENT RESIDES BY QUES1.2 ADVANCED TRAINING THAT IS RANKED # 2

QUES008	COUNT / COL PCT	QUES1.2 PGM ADMN (1)	EVALUAT (2)	CURRICUL (3)	STAF-PAR (4)	STAF-CHD (5)	PHY ENVR (6)	HEAL SAF (7)	NUTRITN (8)	CHD DEVL (9)	INFANTS (10)	OBSERVAT (11)	ROW TOTAL
1			5	10	8	6	3	5	2	2	3		48
N EAST			14.7	24.4	27.6	18.2	23.1	55.6	66.7	11.8	27.3		22.4
2		7	9	9	7	5	4			6	4	1	54
S EAST		63.6	26.5	22.0	24.1	15.2	30.8			35.3	36.4	33.3	25.2
3		2	10	12	7	12	2	2		2	3	1	56
WESTERN		18.2	29.4	29.3	24.1	36.4	15.4	22.2		11.8	27.3	33.3	26.2
4		2	10	10	7	10	4	2	1	7	1	1	56
CENTRAL		18.2	29.4	24.4	24.1	30.3	30.8	22.2	33.3	41.2	9.1	33.3	26.2
(CONTINUED)	COLUMN TOTAL	11	34	41	29	33	13	9	3	17	11	3	214
		5.1	15.9	19.2	13.6	15.4	6.1	4.2	1.4	7.9	5.1	1.4	100.0

QUES008 WHERE RESPONDENT RESIDES BY QUES1.2 ADVANCED TRAINING THAT IS RANKED # 2

		QUES1.2	
	COUNT / COL PCT	STAF-COL	ROW TOTAL
		12	
QUES008			
	1	4	48
N EAST		40.0	22.4
	2	2	54
S EAST		20.0	25.2
	3	3	56
WESTERN		30.0	26.2
	4	1	56
CENTRAL		10.0	26.2
	COLUMN TOTAL	10	214
		4.7	100.0

NUMBER OF MISSING OBSERVATIONS: 0

QUES008 WHERE RESPONDENT RESIDES BY QUES1.3 ADVANCED TRAINING THAT IS RANKED # 3

QUES008	COUNT / COL PCT	QUES1.3 NO RESP (0)	PGM ADMN (1)	EVALUAT (2)	CURRICUL (3)	STAF-PAR (4)	STAF-CHD (5)	PHY ENVR (6)	HEAL SAF (7)	NUTRITN (8)	CHD DEVL (9)	INFANTS (10)	ROW TOTAL
1			1	7	6	7	8	5	3	2	3	1	48
N EAST			12.5	30.4	20.0	21.2	24.2	45.5	27.3	66.7	14.3	9.1	22.4
2			1	8	7	7	6	2	1		7	2	54
S EAST			12.5	34.8	23.3	21.2	18.2	18.2	9.1		33.3	18.2	25.2
3		1	4	2	8	11	9	2	3	1	7	4	56
WESTERN		100.0	50.0	8.7	26.7	33.3	27.3	18.2	27.3	33.3	33.3	36.4	26.2
4			2	6	9	8	10	2	4		4	4	56
CENTRAL			25.0	26.1	30.0	24.2	30.3	18.2	36.4		19.0	36.4	26.2
(CONTINUED)	COLUMN TOTAL	1	8	23	30	33	33	11	11	3	21	11	214
		.5	3.7	10.7	14.0	15.4	15.4	5.1	5.1	1.4	9.8	5.1	100.0

QUES008 WHERE RESPONDENT RESIDES BY QUES1.3 ADVANCED TRAINING THAT IS RANKED # 3

QUES008	COUNT / COL PCT	QUES1.3 OBSERVAT	QUES1.3 STAF-COL	ROW TOTAL
		11	12	
N EAST	1	1	4	48
		7.1	26.7	22.4
S EAST	2	6	7	54
		42.9	46.7	25.2
WESTERN	3	1	3	56
		7.1	20.0	26.2
CENTRAL	4	6	1	56
		42.9	6.7	26.2
	COLUMN TOTAL	14	15	214
		6.5	7.0	100.0

NUMBER OF MISSING OBSERVATIONS: 0

QUES008 WHERE RESPONDENT RESIDES BY QUES1.4 ADVANCED TRAINING THAT IS RANKED # 4

QUES008	COUNT / COL PCT	QUES1.4 NO RESP	PGM ADMN	EVALUAT	CURRICUL	STAF-PAR	STAF-CHD	PHY ENVR	HEAL SAF	NUTRITN	CHD DEVL	INFANTS	ROW TOTAL
		0	1	2	3	4	5	6	7	8	9	10	
N EAST	1	1	7	7	4	3	5		4	1	1	5	48
		50.0	77.8	30.4	19.0	7.9	26.3		28.6	25.0	8.3	26.3	22.4
S EAST	2			3	7	12	6	4	5	2	4	6	54
				13.0	33.3	31.6	31.6	25.0	35.7	50.0	33.3	31.6	25.2
WESTERN	3	1	1	10	6	11	3	4	3	1	1	4	56
		50.0	11.1	43.5	28.6	28.9	15.8	25.0	21.4	25.0	8.3	21.1	26.2
CENTRAL	4		1	3	4	12	5	8	2		6	4	56
			11.1	13.0	19.0	31.6	26.3	50.0	14.3		50.0	21.1	26.2
(CONTINUED)	COLUMN TOTAL	2	9	23	21	38	19	16	14	4	12	19	214
		.9	4.2	10.7	9.8	17.8	8.9	7.5	6.5	1.9	5.6	8.9	100.0

QUES008 WHERE RESPONDENT RESIDES BY QUES1.4 ADVANCED TRAINING THAT IS RANKED # 4

QUES008	COUNT / COL PCT	QUES1.4 OBSERVAT 11	QUES1.4 STAF-COL 12	ROW TOTAL
N EAST	1	5	5	48
		25.0	29.4	22.4
S EAST	2	2	3	54
		10.0	17.6	25.2
WESTERN	3	7	4	56
		35.0	23.5	26.2
CENTRAL	4	6	5	56
		30.0	29.4	26.2
	COLUMN TOTAL	20	17	214
		9.3	7.9	100.0

NUMBER OF MISSING OBSERVATIONS: 0

QUES008 WHERE RESPONDENT RESIDES BY QUES1.5 ADVANCED TRAINING THAT IS RANKED # 5

QUES008	COUNT / COL PCT	QUES1.5 NO RESP 0	PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAR 4	STAF-CHD 5	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	ROW TOTAL
N EAST	1	1	2	5	6	3	3	7	5	4	4	3	48
		25.0	14.3	23.8	40.0	16.7	14.3	25.9	20.0	50.0	25.0	17.6	22.4
S EAST	2		2	4	2	6	9	7	8		4	4	54
			14.3	19.0	13.3	33.3	42.9	25.9	32.0		25.0	23.5	25.2
WESTERN	3	3	6	6	5	4	5	7	7	2	5	1	56
		75.0	42.9	28.6	33.3	22.2	23.8	25.9	28.0	25.0	31.3	5.9	26.2
CENTRAL	4		4	6	2	5	4	6	5	2	3	9	56
			28.6	28.6	13.3	27.8	19.0	22.2	20.0	25.0	18.8	52.9	26.2
(CONTINUED)	COLUMN TOTAL	4	14	21	15	18	21	27	25	8	16	17	214
		1.9	6.5	9.8	7.0	8.4	9.8	12.6	11.7	3.7	7.5	7.9	100.0

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QUES008 WHERE RESPONDENT RESIDES BY QUES1.5 ADVANCED TRAINING THAT IS RANKED # 5

QUES008	COUNT / COL PCT	QUES1.5 OBSERVAT 11	QUES1.5 STAF-COL 12	ROW TOTAL
1		2	3	48
N EAST		13.3	23.1	22.4
2		7	1	54
S EAST		46.7	7.7	25.2
3		2	3	56
WESTERN		13.3	23.1	26.2
4		4	6	56
CENTRAL		26.7	46.2	26.2
	COLUMN TOTAL	15	13	214
		7.0	6.1	100.0

NUMBER OF MISSING OBSERVATIONS: 0

QUES008 WHERE RESPONDENT RESIDES BY QUES002 ADVANCED TRAINING THAT IS LEAT DESIRABLE

QUES008	COUNT / COL PCT	QUES002 NO RESP 0	PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAR 4	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	OBSERVAT 11	ROW TOTAL
N EAST	1		5	3	4		9	1	12	3		4	48
			22.7	37.5	36.4		33.3	16.7	21.4	20.0		33.3	22.4
S EAST	2	1	7			2	6	3	17	5	1	4	54
		20.0	31.8			66.7	22.2	50.0	30.4	33.3	8.3	33.3	25.2
WESTERN	3	1	4	4	2	1	9		14	1	6	2	56
		20.0	18.2	50.0	18.2	33.3	33.3		25.0	6.7	50.0	16.7	26.2
CENTRAL	4	3	6	1	5		3	2	13	6	5	2	56
		60.0	27.3	12.5	45.5		11.1	33.3	23.2	40.0	41.7	16.7	26.2
(CONTINUED)	COLUMN TOTAL	5	22	8	11	3	27	6	56	15	12	12	214
		2.3	10.3	3.7	5.1	1.4	12.6	2.8	26.2	7.0	5.6	5.6	100.0

QUES008 WHERE RESPONDENT RESIDES BY QUES002 ADVANCED TRAINING THAT IS LEAT DESIRABLE

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QUES008	COUNT / COL PCT	STAF-COL 12	ROW TOTAL
1		7	48
N EAST		18.9	22.4
2		8	54
S EAST		21.6	25.2
3		12	56
WESTERN		32.4	26.2
4		10	56
CENTRAL		27.0	26.2
COLUMN TOTAL		37	214
		17.3	100.0

NUMBER OF MISSING OBSERVATIONS: 0

QUES008 WHERE RESPONDENT RESIDES BY QUES015 RESPONDENTS ANNUAL SALARY

QUES008	COUNT / COL PCT	QUES015 NO RESP (0)	LESS 5K (1)	5-7.5K (2)	5.7-10K (3)	10-12.5 (4)	12.5-15K (5)	15-17.5K (6)	17.5-20K (7)	20-25K (8)	25-30K (9)	30K + (10)	ROW TOTAL
1		10	1	1	3	9	9	4	7	3		1	48
N EAST		27.8	9.1	12.5	21.4	25.7	25.7	17.4	38.9	13.6		20.0	22.4
2		11	2	2		3	7	9	5	9	3	3	54
S EAST		30.6	18.2	25.0		8.6	20.0	39.1	27.8	40.9	42.9	60.0	25.2
3		8	3	4	6	13	8	3	2	6	2	1	56
WESTERN		22.2	27.3	50.0	42.9	37.1	22.9	13.0	11.1	27.3	28.6	20.0	26.2
4		7	5	1	5	10	11	7	4	4	2		56
CENTRAL		19.4	45.5	12.5	35.7	28.6	31.4	30.4	22.2	18.2	28.6		26.2
COLUMN TOTAL		36	11	8	14	35	35	23	18	22	7	5	214
		16.8	5.1	3.7	6.5	16.4	16.4	10.7	8.4	10.3	3.3	2.3	100.0

NUMBER OF MISSING OBSERVATIONS: 0

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